

Draft

Derby

New Communities

Strategy

2013

Dawn Robinson – Head of Prevent, Cohesion and Integration
Pop Gill – Cohesion and Integration manager

City and Neighbourhood Partnerships
Derby City Council

Derby New Communities Strategy 2013

Introduction

Councillor Ranjit Banwait
Cabinet Member Neighbourhoods
Deputy Leader of Derby City Council

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Why we need a New Communities Strategy for Derby

Derby has a long and positive history of welcoming individuals and communities arriving from abroad. We recognise that there are many reasons for migration into the city:

- employment
- family reunions
- arranged marriages
- students/trainees
- expansion of the European Union - EU
- asylum and refuge

In order to facilitate effective settlement and integration of new individuals and communities, we need a strategy that promotes a comprehensive and co-ordinated approach to integration and support activities. Many newcomers to Derby are not joining established communities and many have limited knowledge of English and local institutions. This strategy covers a wide range of issues, focusing on both support for migrants and support for the settled community in coming to terms with change.

Derby's population is growing and diversifying, with new communities arriving and the issues affecting established groups changing all the time. Migration can have a number of impacts but in more recent years it has been impacting upon the demand for local services mainly due to rapid increases in migration from within the EEA. Although the UK has gained economically from migration, the ability to identify needs of these new communities and the ability to allocate resources at a local level has proved difficult. This is not helped by the inability to accurately estimate or calculate migration numbers into the city. Public services and community observations have indicated that while Asian residents continue to form the largest migrating ethnic groupings in Derby, migration from the A8 EU countries has grown with a significant number of EU migrants of primarily Roma descent being the largest group of new-comers. Slovakian Roma make up a significant majority of these new-comers.

In the context of a changed policy environment with an increased focus of integration, expectation of local solutions, changed demography of migration into Derby and a depressed economy it is vital that Derby develops a New Communities Strategy and Action Plan to address identified current needs and to plan for anticipated future needs.

Linked Strategies and Plans

Migration is a key issue and its impact on the city is increasing. We recognise that clear-sighted strategies and leadership from Derby City Council on migration will play an important part in shaping the successful places and communities of the future.

The need for a strategy is highly relevant to many aspects of our responsibilities to build stronger communities, have sound community cohesion knowledge, develop

partnerships that make a positive difference and effectively engage with communities as part of decision-making. It is also directly relevant to our equalities duties.

The strategy is a dynamic document which will form part of a wider revision of the Derby Community Cohesion Strategy established in 2007. In addition, whilst it is accepted that there continues to be a risk and threat to the city in relation to Gangs/Youth Violence and Extremist activity, these threats are being managed through their own dedicated strategies and plans. Measures are also in place to ensure Safeguarding and Child Sexual Exploitation strategies are embedded in all service delivery.

Currently Derbyshire Constabulary, Safer Derbyshire and Derby City Council jointly commission a charity; Stop Hate UK, to act as a third party reporting service and this is helping to increase reporting levels. This strategy will support the Derbyshire Hate Crime Strategy.

National context

Recent debate over existing and proposed legislation on migrant's access to housing, health care and benefits has come to the fore in response to current migration levels from the European Economic Area – EEA - and potential further migration from Bulgaria and Romania.

In May 2013, a new Immigration Bill was proposed which will reform Britain's immigration system. The Bill will ensure that this country attracts people who will contribute and deter those who will not. The purpose of the Bill is to reform immigration law, including provisions to strengthen our enforcement powers and protect public services. The main benefits of the Bill would be:

- Stopping immigrants accessing services they are not entitled to.
- Making it easier to remove people from the UK and harder for people to prolong their stay with spurious appeals.
- Specifying that foreign nationals who commit serious crimes shall, except in extraordinary circumstances, be deported.

In a similar move, the Department for Health is consulting on migrant access to the NHS - who should be charged in future, what services they should be charged for, and how the Government can ensure that the system is better able to identify patients who should be charged.

The European Commission has launched a court case aimed at securing equal rights for non-British EU national's resident in the UK. Politically, the issues of EU authority, immigration and welfare combine elements leading to a surge in support for UKIP, ensuring that EU Policy remains headline news.

As a specific response to Roma migration, the European Commission called on Member States to deliver on their commitments to ensure equality and to do more to improve the economic and social integration of Europe's 12 million Roma. The call comes in the wake of the Commission's progress report on implementing national Roma integration strategies submitted under the EU Framework for national Roma

integration strategies. The Commission is also making a proposal for a recommendation which would be the first EU legal instrument for Roma inclusion. The proposal would recommend Member States to take positive action to bridge the gaps between the Roma and the rest of the population.

The Commission says that EU equality legislation, while important, is insufficient to combat the "prejudice, intolerance, discrimination and social exclusion" which Roma face in their daily lives. It highlights the need for better educational outcomes and labour market integration to reduce the social and economic marginalisation of Roma, to boost economic productivity and tax yields, and to meet the Europe 2020 headline targets on employment, education and social inclusion. The Commission emphasises that the EU Framework is intended to make "a tangible difference to Roma people's lives" without, however, replacing Member States' "primary responsibility" for their integration and well-being. It should ensure that "national, regional and local integration policies focus on Roma in a clear and specific way" by establishing explicit Roma integration goals, targeted action and funding to achieve them, and a "robust monitoring mechanism" to measure progress.

In the UK, the response has been to deliver a strategy that does not replace Member States' primary responsibilities, but to adapt to meet EU Roma integration goals. The Government's priorities are to "...take effective action; whilst at the same time not ceding any new powers or competence to the Commission and without accepting additional requirements above what the UK is in any case already doing, such as by ensuring sufficient flexibility around what constitutes national strategy, not imposing unhelpful targets, nor accepting burdensome reporting obligations on those, like the UK, with relatively few Roma citizens..."

The Commission is also proposing solutions to make sure that EU funds that can support Roma integration are more effectively used. EU countries are invited to amend their operational programmes co-financed by structural funds and the European Agricultural Fund for Rural Development to better support Roma targeted projects. Local consultation is underway to ensure the priorities of Employment and labour Mobility, Social Inclusion, Education, Skills and Lifelong Learning play a prominent part within the D2N2 - Local EU Structural and Investment Funds Strategy 2014-2020. D2N2' purpose is to promote economic growth in Derby, Derbyshire, Nottingham and Nottinghamshire.

The Strategy, Aims and Objectives

Our aim is to ensure new and emerging communities are provided with the support and services they need to play an active and fulfilling role in Derby life.

Derby needs to have a strategic vision of the part that migration plays in the local area.

We have a choice between reacting to the impacts of migration or developing a plan that supports the role and relevance of migrants to the local area and the authority's aspirations for all its residents, both new and existing.

Our strategy is built on knowledge – knowledge of the needs of the city and its communities; economic, social and cultural, of the migration patterns into and out of the area and, most importantly, of the future direction and development of the city.

This New Communities Strategy will influence and shape the development of service delivery and community empowerment by tackling economic, social and cultural issues that have been identified and experienced within the city. We have worked with communities and services to identify tensions and genuine concerns and will continue proactive engagement to continue developing a clear vision and action plan to address these tensions.

Over the last decade Derby has seen an increase in migration, with the impact varying across the city depending patterns of employment, housing and transport.

Derby City Council is taking a lead role with its partners to co-ordinate local responses to a wide range of linked to employment, housing, communications, education, law enforcement and local nuisance. Many agencies are involved in responding, and we now need to work jointly and alongside those who often have the best links to migrants - voluntary and faith organisations, and employers and landlords.

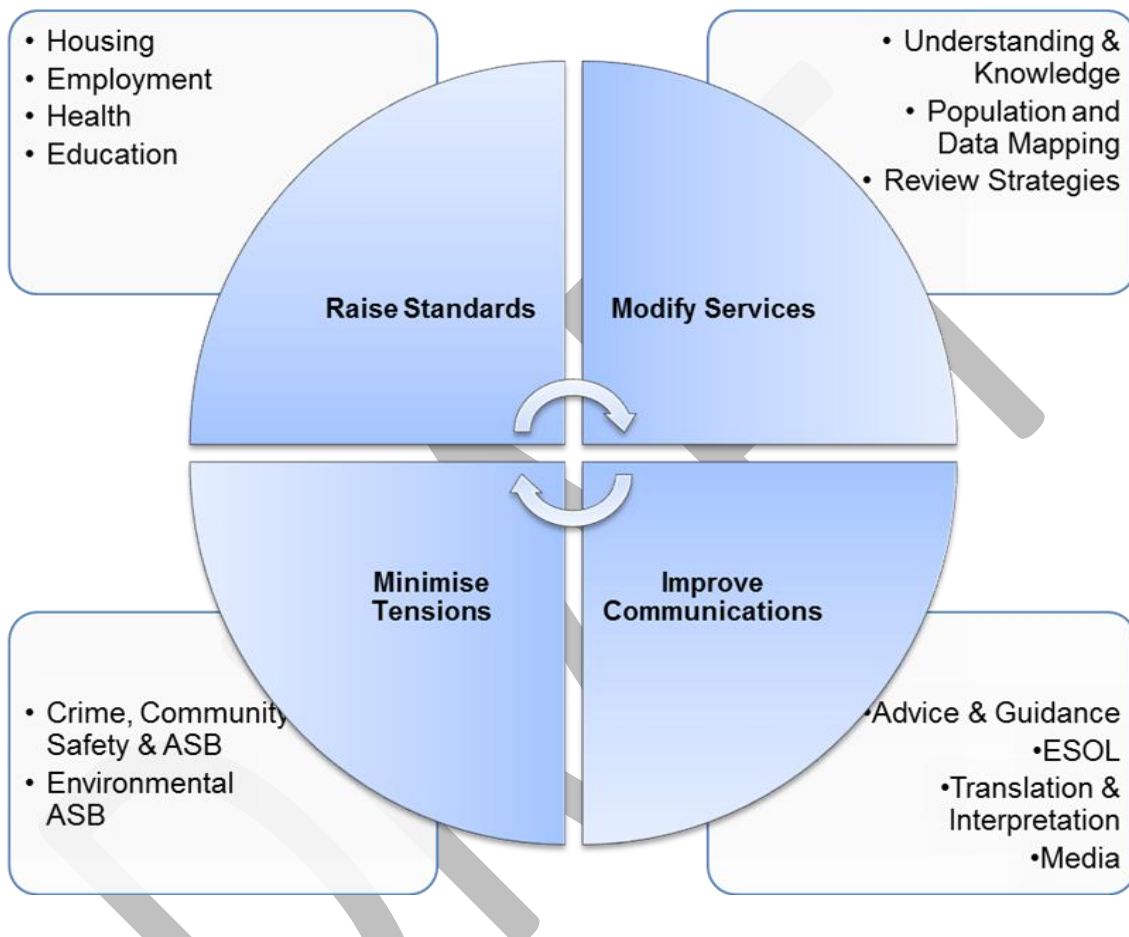
Objectives

Building upon the framework for local service improvement - Crossing Borders, Audit Commission 2007- our responses will be locally tailored to specific issues - Figure 1:

- understanding how local populations are changing by analysing national and local sources of data and intelligence.
- balancing enforcement of regulations with encouragement for services, communities and landlords to improve standards.
- addressing language, advice and information issues.
- minimising local tensions by dispelling myths, responding swiftly to emerging problems and working with communities to identify local solutions.
- modifying services to meet the diverse needs of a changing population.

The aim and objectives will address the key themes of:

- Employment and Poverty
- Pressures on high density housing areas
- Demands for school places and educational attainment
- Health inequalities
- Crime, Community Safety and ASB
- Environmental ASB
- Communications and Language
- Understanding and knowledge of migration and new communities



Delivering and monitoring the strategy

The Cohesion Leadership Group, chaired by the Cabinet Member for Neighbourhoods will oversee the development and delivery of this strategy and Action Plan through an established structure of strategic and operational partnership groups:

- Cohesion Leadership Group
 - To provide leadership on behalf of the city council and wider partnership in relation to community cohesion and integration
 - To oversee and direct the work of the new communities strategy group and safer/stronger outcome board in relation to cohesion and integration

- To develop a city-wide cohesion and integration strategy
- To advise agencies across the partnership on the delivery and implementation of the strategy
- Identifying key risks to cohesion and integration
- New Communities Steering Group
 - provide a strategic overview of new communities integration and cohesion issues within Derby to the Leadership Group
 - direct resources to deliver the action plan and to minimise risk/threat
 - inform strategic and policy decisions where required
 - Identifying key risks to cohesion and integration
 - inform Hate Crime strategies and actions
- Task and Finish Groups
 - To develop the Action Plan
 - To provide operational delivery responses to achieve the Action Plan
 - Inform the New Communities Steering group and Cohesion Leadership Group of operational difficulties that require policy or strategic decisions
- New Communities Networking Forum
 - act as a platform for communication between all the organisations who are involved in representing or supporting new communities in Derby and the surrounding area.
 - Encourage the sharing of information and best practice, and the provision of mutual support
 - Inform the Strategy Group of emerging trends
- Roma Complex Cases Group
 - to make sure that all agencies have due regard to the complex needs of families; that anti-social and offending behaviour is tackled and that health, social care and safeguarding requirements for Roma children and adults are met.
- Asylum Seekers and Refugee Coordination
 - act as a platform for communication between all the organisations who are involved in representing or supporting asylum seekers and refugee
 - Encourage the sharing of information and best practice, and the provision of mutual support
 - Inform the Strategy Group of emerging trends

Local Impact and Evidence Base

It is difficult to quantify the exact population migration as there is no single data source that accurately captures numbers of people entering and exiting the country, let alone a single city. Using a range of data sets – Census, GP Registers, Unique Pupil Numbers, National Insurance Number applications – we can draw some startling conclusions regarding migration into the city. The tables below provide a snapshot view of migration patterns and population growth for the city with the following sections providing an insight to the nature and impacts of migration within the city.

Population Data

Census figures indicate that approximately **34,600 Derby residents (or 13.9% of the city's population), in 2011, were born outside of the United Kingdom.** Of Derby residents who were born outside of the UK, approximately **9,400 people were born in EU member states**, of which just over **7,000 people were born in countries acceding to the EU between 2001 and 2011.** Up to date accurate numbers are unknown but it has been estimated that the total number is possibly now above 10,000 people.

The Department for Work and Pensions - DWP - figures for the number of new National Insurance (NI) numbers issued to overseas nationals in Derby 2002 – 2011 supports this estimation. **Over 4,000 new NI numbers have been issued to Slovak Republic nationals, over 4,500 to Polish nationals, over 1,500 to Latvian nationals, 1,200 to Czech nationals and a further 600 to Lithuanian nationals.**

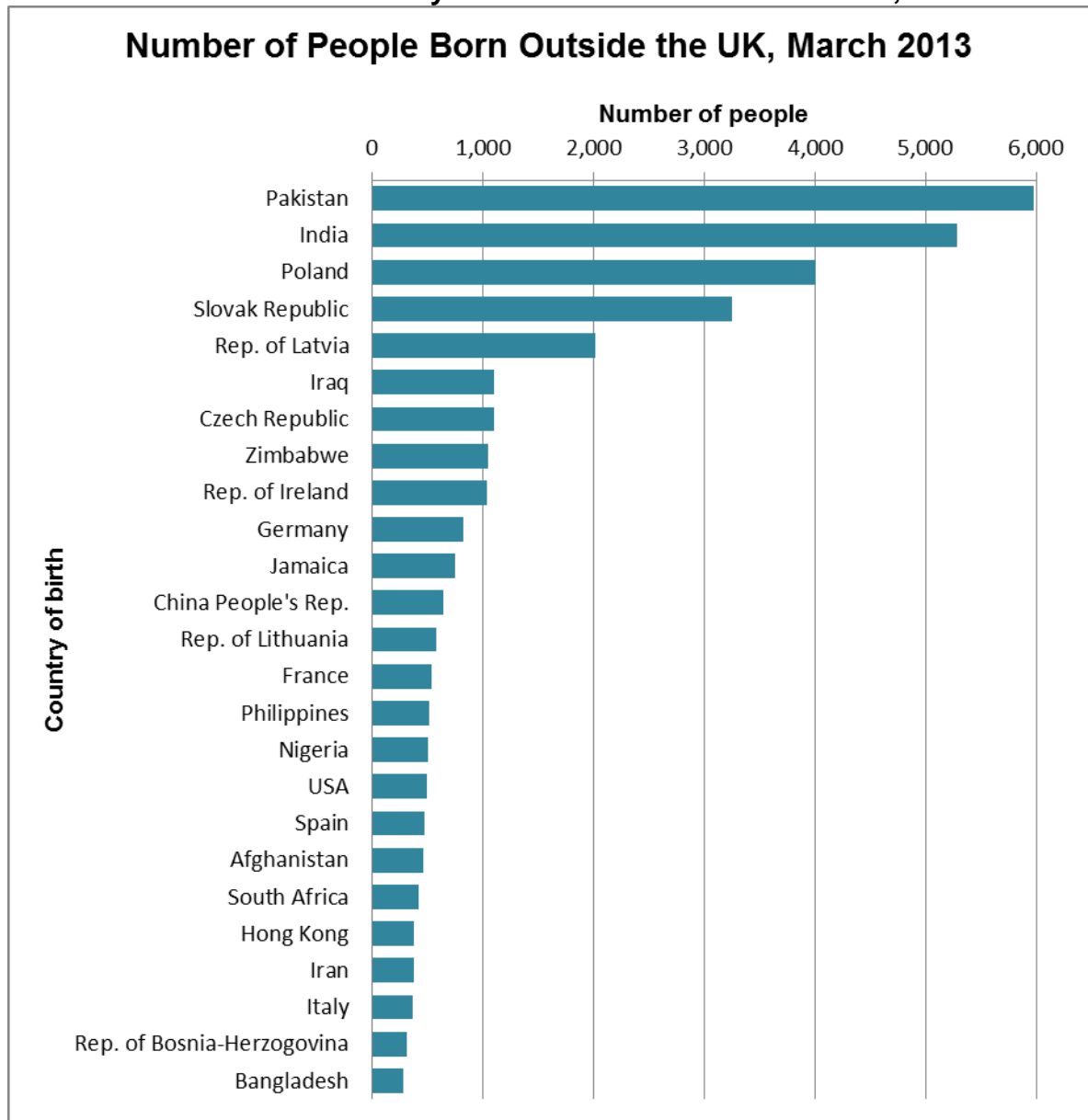
The Normanton Rd Jobcentre estimates that of its 2,600 registered unemployed, 950 are Slovak nationals. Slovakian migrants are arriving in Derby primarily as family groups whereas Polish and Latvian migrants have primarily arrived as singles. Based on the NI and unemployment figures the estimates of Slovakian migrants arriving in Derby may be conservative.

CYP trends analysis of newly issued Unique Pupil Numbers indicates **449 new entrants to schools in 2013.** Of which, **393 pupils have been classified as BME, with 288 of this number residing in the Arboretum and Normanton wards** – known to have an increase in EEA nationals.

Country of Birth of Permanent Residents

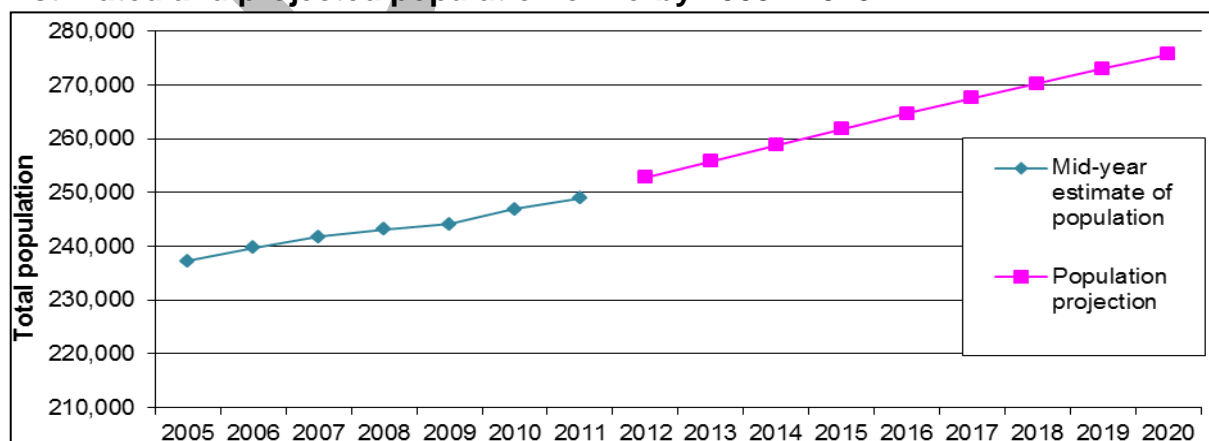
Derby - Country of Birth of Permanent Residents - 2011 Census									
All categories: Country of birth	England	Northern Ireland	Scotland	Wales	United Kingdom not otherwise specified	Ireland	Other EU: Member countries in March 2001	Other EU: Accession countries April 2001 to March 2011	Other countries
248752	208889	919	2829	1478	16	1786	2349	7044	23442
Source: Office of National Statistics, Census 2011, Table KS04									
NB. Cells in this table have been randomly adjusted to avoid the release of confidential data									

Main Countries of Birth of Derby Residents Born Outside the UK, March 2013



(Sources: GP Patient Register, Exeter snapshot, March 2013; TPP System One, March 2013)

Estimated and projected population of Derby 2005 - 2020



Sources: ONS MYEs 2005-2011; ONS, SNPP, 2010

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European Economic Area Migration - EEA

Although migration from other parts of the world has continued, the community and service impact has been absorbed through an integration process started over a period of decades. The emergence of EEA migration and specifically migration from Eastern Europe is still a relatively new phenomenon.

A8 Migration

In 2004 the EU expanded to include a further eight nations, known collectively as A8 Countries in its largest single expansion since 1957:

- Czech Republic
- Estonia
- Hungary
- Latvia
- Lithuania
- Poland
- Slovakia
- Slovenia

EU citizens, including those from the A8 countries, have the right to travel unrestricted across borders within the EU. No form of regulatory or legislative control can be exercised on individuals or nationalities. The nature of migration from outside the UK into Derby has changed as a result, impacting upon the demands for local services. Migrants have increasingly arrived as family units, often extended families, requiring considerable educational, health and social support in addition to economic and housing needs.

What makes the A8 countries significantly different to other nations who joined the EU in earlier expansion rounds - for example Malta or Cyprus - is their low income. At the time of joining, the per capita income was approximately 40% of the European average – leading to unprecedented migration across the European Economic Area, and to the UK, for economic purposes.

The temporary restrictions provided by the Accession State Worker Registration Scheme (WRS) from 2004 to 2011 applied to the eight new Eastern European member states. Enabling the UK government to keep a track of how workers from A8 affected the labour market. The scheme is no longer in operation. In 2007, Bulgaria and Romania also became members of the European Union but did not become subject to WRS regulations. Bulgarians and Romanians currently need a work permit in order to work legally in the UK. This restriction will be removed in December 2013 allowing free and unhindered movement in 2014.

Roma Migration

Within the economic migration there has been an increase in Roma communities coming to the UK. Eastern Europe is home to between six and eight million Roma. Accurate population estimations are difficult because of infrequent data collection, the Roma's mobility, and the Roma's reluctance to register as "Roma" in censuses for fear of being stigmatised. It is estimated that around 500,000 live in the UK. They have established significant communities in the North of England, the East Midlands - including Derby - Kent and North and East London. Roma migration is predominantly of large families with numerous dependent children. This migration is causing pressure on public services and demonstrable local community tensions.

The European Commission adopted on 23 May 2011 a new communication on national Roma integration strategies as the first step in the implementation of the EU framework. The document assessed the integration strategies for Roma, developed by the member states in response to the EU's framework for national Roma integration.

The EU Framework identified goals to address the four main areas for improving social and economic integration for Roma, all of which are primarily national policy areas:

- Education - ensuring that all Roma children complete primary school;
- Employment - cutting the employment gap between Roma and other citizens;
- Health - reducing the gap in health status between the Roma and the general population;
- Housing - closing the gap in access to housing and public utilities such as water and electricity.

In education, Roma children have lower attainments and often face discrimination and segregation in schooling. Although the situation differs between EU countries, a survey by the Open Society Institute in six EU countries (Bulgaria, Hungary, Latvia, Lithuania, Romania and Slovakia) found that only **42% of Roma children complete primary school, compared to an average of 97.5% for the general population across the EU as a whole.**

This has a knock-on effect in the labour market, where young Roma are less well-equipped and less qualified to find a job. The Europe 2020 strategy sets a headline target of 75% of people in the EU aged 20-64 to be in employment, compared to a current rate of 68.8%. **For Roma, the employment rate is significantly lower, with a gap of around 26 percentage points according to World Bank research covering Bulgaria, Czech Republic, Romania, and Serbia.**

In health, Roma have a life expectancy of 10 years less than the average European and a child mortality rate that is significantly higher than the EU average of 4.3 per thousand births. United Nations Development Programme research in Bulgaria, Romania, Slovakia, Hungary and the Czech Republic put Roma infant mortality rates there at 2-6 times higher than those for the general population, depending on the country. These outcomes reflect poorer living conditions, reduced access to quality healthcare and higher exposure to risks. There is also evidence that Roma communities are less well informed about health issues and can face discrimination in access to healthcare.

Roma also face significant gaps as compared to the average European in terms of access to housing and essential services. While between 72% and 100% of EU households are connected to a public water supply, the rate is much lower among Roma. Research by the EU Fundamental Rights Agency points to wider problems in accessing housing, both private and public. This in turn affects Roma health and broader integration prospects.

Most countries in Europe have not been at ease with the Roma, many of whom can trace their roots to the northern part of India over 1,000 years ago. Roma in mainland Europe often speak a language that mixes Romany, a language somewhat similar to ancient Sanskrit, with local languages. Traditionally semi-nomadic, Roma, also known as Romani and Gypsies, became more settled by the early 1900s. Over the centuries, they have divided into tribes and clans — each with its own traditions, beliefs, and practices — determined by where they settled and their occupation.

Roma have historically been marginalized in every European country where they have settled. During World War II the Nazi regime sent Roma to ghettos and concentration camps, where between 200,000 and 800,000 were killed. Since the fall of communism, in 1989, many Roma in the former Soviet Union have become more impoverished and have faced levels of discrimination unknown to Roma in Western Europe. A small irony is the belief that Roma migrated out of Northern India due to persecution and discrimination.

In December 2013, restrictions on Romania and Bulgaria will be removed, allowing these nationals the same rights as the A8 nations. Romania, with an estimated 1.8 million Roma, has the largest Roma population in terms of number, though they constitute about eight per cent of the country's 22.9 million people. In Bulgaria, the Roma population is estimated to be between 400,000 and 800,000.

This context of the Roma is important - the main reasons cited by the Roma community for modern day migration are:

- Discrimination in home countries
- Limited opportunities for education and employment in home countries
- Extreme poverty
- Better quality of life
- Friends and family already in the UK

This combination of 'push' and 'pull factors' means that Western Europe and cities like Derby will continue to be a draw for new Roma migrants looking to enter the UK.

The existing increase in the Roma community within Derby has posed a number of challenges for services. The Complex Cases Group for Roma was established in February 2011 in response to service concerns and community tensions. The group has met monthly since that date. The group comprises partners from within the Police, NHS, Probation Trust and departments of the local authority – City and Neighbourhood Partnership, Derby Advice, Housing, Children and Young People's departments and voluntary sector groups specifically engaged or commissioned to work with Roma families. Since its first meeting the Group has worked with and considered the complex needs of 48 Eastern European families made up of 234 individuals. Eleven families are deemed a current priority due to high levels of

vulnerability in relation to poverty, safeguarding, housing, education and health issues.

Enforcement alone cannot and has not addressed the concerns of the wider neighbourhood or individuals within these families. The group has been successful in bringing together partnership responses from agencies and identifying and supporting high level needs through this process. It has also steered vulnerable children into appropriate routes for safeguarding and other welfare support. More recently, support for some families is being provided through the Priority Families service.

Across Europe, Romanian Roma and to a lesser extent Bulgarian Roma have been associated with human trafficking, economic and environmental problems. Within the UK, Romanian Roma involvement in organised crime and human trafficking for the purposes of sexual and labour exploitation, economic crime such as benefits and other fraud are being reported. Four of the top five most common countries of origin of potential victims of trafficking into the UK are: Romania, Slovakia, Poland and the Czech Republic. The most common countries of origin for potential victims of trafficking are Slovakia, Czech Republic and Romania. Of these victims, the most common exploitation type reported was criminal exploitation (35%) followed by sexual exploitation (31%) and labour exploitation (19%). Derby has already been implicated in a prominent case of Romanian child trafficking and exploitation case - Operation Golf - and more recently Operation Attwood has focussed on labour exploitation and benefit fraud from within the Roma community.

No Recourse to Public Funds - NRPF

Local authorities have a statutory duty to support people who are destitute and this includes people who are NRPF. However they do not receive any funds from central government for providing such services and so this is a cost met by local authorities from their own local taxpayers. Financial support from a local authority under community care and children's legislation is not a 'public fund'. It needs to be determined through a statutory assessment process that a person's level of need meets the threshold for social services assistance. If this is met then a local authority will be required to meet all of their care needs, which may include accommodation and subsistence. In Derby, there are two distinct groups of people who may be classified as NRPF, those who are third country nationals - people whose country or origin is outside the European Union - and those from the European Union. A small number of EU nationals do not qualify for access to benefits or public housing.

A study of NRPF cases in 2012 identified **837 LA supported cases across the East Midlands region. Over 50% - 454 – were supported by Derby City Council:**

- Third Country Nationals
 - Adults Health and Housing - AHH - 2
 - Children and Young People - CYP - 55
- European Union
 - AHH - 9
 - CYP - 388

The detailed statistical analysis reveals that:

- all the EEA nationals supported by DCC are for less than one year, and mostly for only three months
- most NRPF people supported by DCC are from the Slovak or Czech Republics and Derby has a reputation for being welcoming to those from Roma communities.
- In comparison to Derby, there is no identifiable pattern in terms of country of origin to EEA nationals supported by other local authorities.
- **The costs to Derby City Council in 2012/13:**
 - **AHH - £39,824**
 - **CYP - £140,000, estimated**

Summary of key issues relating to EEA migrants in Derby from 2008 onwards

Based on public forums, officer reports, operational meetings and networking meetings, issues include:

- Destitution – lack of regular employment, inability to access benefits and disproportionate sanctions
- Employment rights not being enforced - deliberately misled by gang masters and recruitment agencies in their country of origin.
- Language issues with many Roma unable to speak English and very few people among services or the settled community able to communicate with them limiting dialogue and mediation – access to appropriate ESOL provision
- Demands on school places
- Increases in numbers of pupils with English as an Additional Language
- Barriers to education for children and young people – cultural, financial, systemic, geographical
- Groups of children and young people playing in the street – insufficient appropriate places to play or suitable activities
- Safeguarding concerns for children – young children in the care of slightly older children, children left unattended at home, children not in school, children physically punished by parents or older siblings
- Raised levels of reported anti-social behaviour (ASB) – spitting, abuse, intimidation – large gatherings
- Environmental crime - noise, litter, fly tipping, etc
- Household waste management problems – bins on streets, contaminated bins, waste left in back gardens and alley ways
- Overcrowding in rented properties – multiple families within properties, large extended families in too small properties
- Forced evictions by private landlords
- Post migration acquired drug/alcohol dependency and abuse – poor access to referral treatment processes
- Poor access to health services – GP and emergency services, special health needs, language and communication barriers
- Petty theft/Shop lifting
- Cultural values clashes
- Mistrust of authority – a history of persecution in countries of origin

Asylum Seekers and Refugees

Derby has been a Home Office dispersal area for asylum seekers since 2001. The number of asylum seekers in Derby has varied throughout this period.

Asylum and Refugee dispersal agreements with Local Authorities are commonly referred to as Cluster Limits. The ratio was set in 2007 at 1:200 per head of population but the agreed cluster limit for Derby is 460. The dispersal figure for June 2013 was:

- 104 families, comprising 322 individuals
- 103 single people
- Total 425 individuals

Current levels of dispersal represent a very small proportion of migration and there is no evidence of tensions or issues as a result. However, as with other migrants, we need to understand the issues that this group faces:

- Common to them all is the process of fleeing persecution, establishing life in a new country and going through complex legal systems
- Have no choice where they are dispersed and generally have little or no knowledge of Derby
- By definition are awaiting decisions which can contribute to feeling insecure or uncertainty about planning for the future
- Receive benefit payment (lower than income support) and are restricted from paid employment
- Information on how many choose to stay in the city and why others leave is anecdotal.
- Following positive decision support withdrawn after 28 days which can lead to destitution in absence of planned transition and support
- May have weak ties to locality and strong pull factors towards established communities in other cities,
- Access to advice is the main issue for people refused leave to remain.
- Those not willing to voluntarily agree to return home are likely to become destitute as they will have 'no recourse to public funds'.

The vast majority of asylum seekers have been young men who are keen to work. Many of them come from societies where there is no welfare provision so that being without work or a means to provide for yourself, and any dependants, has serious consequences. Being without work may therefore be perceived as shameful and demeaning.

This cultural background and the strong work ethic it fosters has a number of consequences.

- Many refugees will take employment which significantly underutilises their skills because of the barriers relating to accreditation and difficulties acquiring adequate English.
- These refugees, but particularly those supporting a family, are vulnerable to exploitation by some employers – working long hours for low wages.

- Others, perhaps those who initially have significant aspirations are undermined by their inability to find suitable employment and may become depressed and anxious.

Further work is required to understand the situations and circumstances of those we support through NRPF, the impacts upon services and levels of destitution and homelessness.

The effects of migration

In order to understand and address the economic, social and cultural effects of migration on the city our vision for the New Communities Strategy focuses on our experience and knowledge of migration and the experiences of new communities settling within the city. Learning from contracted provision directed at new communities and consultations with a range of partners and service users over the past year, we have considered:

- The biggest problems being faced by new communities
- The priority risks now and in the longer term
- The barriers to success in tackling those risks and how they can be overcome
- The key actions needed

The outcome has shaped our response in how we will achieve our objectives. The risks and challenges will form the roots of the New Communities Action Plan for Derby to challenge, inform and influence wider strategy and policy and service delivery in the medium and long term. This section provides contextual examples of migration and explores the themes of:

- Employment and Poverty
- Pressures on high density housing areas
- Demands for school places and educational attainment
- Health inequalities
- Crime, Community Safety and ASB
- Vulnerable Children and Child Safeguarding
- Environmental ASB
- Communications and Language
- Understanding and knowledge of migration and new communities

Employment and Poverty

EEA migrants, especially the Roma community, in the main have poor literacy skills resulting in an inability to effectively compete in the job market. In addition and more fundamentally, this group is often unable to satisfy elements of basic job search criteria and require additional support. A particular barrier is the ability to effectively use the Universal Job Match Registration service required by the Dept. for Work and Pensions resulting in benefits sanctions:

- Many migrant workers possess a range of skills and qualities and by nature of their circumstances are very keen to work and very employable, yet can become frustrated and disillusioned by their lack of opportunity.
- Workers who have been in regular employment, sometimes for many years, find it extremely difficult to re-gain work if laid off.

- Migrant workers rarely have access to the 'hidden networks' that indigenous communities do.
- Understanding of written English makes identifying employer requirements and job specifications very difficult and applications often stand little chance of success.
- Language skills make it difficult to convince prospective employers of their worth and also access some of the mainstream provision offered through Jobcentre Plus (eg. Sector Based Work Academies)
- Poor knowledge of and access to IT facilities make applying for opportunities virtually impossible for many and in an increasingly digitalised recruitment market means people are unable to compete
- Some agencies will screen migrant workers and do place staff in production jobs in factories (eg. Moy Park, Flowerworld). There is anecdotal evidence that some recruitment is arranged along ethnic lines.
- The 'steps' laid down by Jobcentre Plus as part of an individuals Job Seekers Agreement are very mechanistic and often unattainable and have led to benefit sanctions. In many cases individuals are not clear about the steps they have agreed to and been sanctioned without understanding why.

Normanton Road Jobcentre has indicated that of its 2,600 registered jobseekers, 950 are Slovakian migrants who require pre-ESOL training. Many of these individuals are relying on local community and voluntary services to support their job search and avoid incurring benefits sanctions. These services are stretched beyond capacity and work needs to be undertaken with the DWP and other partners to understand and align contracted provision to local need.

Due to low incomes in their home country, many Roma families have been living in destitution and have no known source of income. **There are currently 14 known organisations within the city distributing food and other essentials** to those in need, but these services are experiencing high demand from the Roma community, placing additional pressures on services.

NRPF people supported by local authorities have to be destitute before they qualify for support. However this fact overlooks the depth of human suffering behind the figures. Destitution erodes people's sense of dignity and self-esteem and in many cases their capacity to help-themselves. To have a large non UK born under-class living at a barely subsistence level is not good for the welfare and wellbeing of the city. In the region, Derby City Council has far more EU NRPF than any other city in the region. Most are families with children.

Recommendations:

1. Research employability issues - Including barriers to employment and develop appropriate actions to minimise them
2. Provide practical support into employment
3. Deliver targeted youth employment initiatives
4. Review destitution and homelessness provision and support amongst migrant communities
5. Review Asylum Dispersal accommodation

Pressures on High Density Housing

Arboretum and Normanton wards have continued to see the highest levels of migration into the city. These are two of the most densely populated areas of the city, with nearly double the number of residents per square kilometre than the city average. Communities are attracted to these areas due to affordable and accessible housing, but the volume of increases has placed pressures on services in these areas. **The housing tenure for the two areas shows a high proportion of social – 28% - and private rented – 31% - properties in the area.**

Migration into the area is being exacerbated by some private landlords participating in unscrupulous activities – for example:

- Over letting and mismanaging properties
 - Incidents of up to 16 people in a 3 bed property have been experienced
- Letting without tenancy agreements
- Poor property maintenance impacting on health and environmental issues

Other landlords are refusing to let to EEA migrants, specifically Roma, due to low incomes, anecdotal evidence of non-payment of rents and severe damage to properties. A number of properties have been investigated by Derby City Council Housing Standards and Prohibition Orders have been issued in response to overcrowding and housing conditions.

Transience within the migrant community is common. The high levels of intra community transience has knock on adverse effects on sense of place, environmental crime levels, neighbourhood and ASB levels, services ability to provide effective social support, education, access to health services, continuity of income e.g. from benefits, income support.

The main cause of transience is very low employment income, benefit eligibility and take up or no income at all.

Evictions including illegal evictions are common. High debt levels are very common. Debts are being incurred to landlords, the local authority e.g. council tax, utilities. Families flee debt by moving properties and locations or seek to avoid it by increasing the number of families in a single property, sometimes without the knowledge of the landlord.

Some landlords are reported to be unofficially and illegally refusing to house Roma while others appear to be targeting Roma as tenants. The high level of Housing Standards cases within Normanton and Arboretum ward are dominated by general disrepair and overcrowding issues. Letting properties without a tenancy agreement or providing a rent book or record of payment of rent are frequent occurrences. The Eastern European Roma have settled in what are already the most densely populated areas of the city with the highest levels of poor quality housing.

Housing supply in the area is under pressure with the supply of appropriate housing for the larger family size of Eastern European Roma is problematical. EEA citizens acquire the right to access social housing once they can demonstrate appropriate residency and employment requirements. Housing demand within Derby can

increasingly be seen as a function of the inward migration displacing settled communities into outer areas of Derby.

Recommendations:

6. Enforcement: Establish values and implement a Housing standards strategy for the area
7. Review of housing: Develop housing regeneration initiative to improve the overall look and place.
8. Gain insights into migrants longer-term intentions to understand the possible impact on demand for affordable accommodation.
9. Review and assess Asylum Dispersal Accommodation

Demand for School Places and Educational Attainment

CYP trends analysis of newly issued Unique Pupil Numbers indicates **449 new entrants to schools in 2013**. Of which, **393 pupils have been classified as BME, with 288 of this number residing in the Arboretum and Normanton wards** – known to have the largest increase in EEA nationals. Detailed analysis of admissions figures is required – **the New Communities Team has recorded support for the completion of 781 school admissions forms for all foreign nationals.**

This places further pressures on services in the areas of residence. All primary schools in Normanton and Arboretum wards are full and the secondary schools are located outside of the settled areas. This means children are attending schools where there may be issues with transportation, or they are wearing different uniforms - if at all - to the young people in their local community, causing local tensions. The under capacity of local schools has also resulted in large numbers of appeals - the New Communities Team has recorded **154 appeals** through the service and it is **estimated that there are 20 – 40 children currently not engaged in any formal education setting.**

Bemrose School is quickly becoming the secondary school of choice amongst EEA migrants. It is estimated that 52% of the September 2013 year 7 in take, will have English as an Additional Language Need. The Arboretum and Normanton wards have seen an 83% and 69% increase in pupils with EAL needs respectively.

Very good work is being undertaken to place and integrate young Roma into schools and ensure they are able to make the most of the opportunities for education. This involves very close working with the community, liaison with families and children and with schools. As a result of this work and good work in schools average attendance in schools has risen to an average of over 85% and an increasing population of young Roma entering post 16 education.

All new arrivals from overseas are assessed before they enter mainstream education as part of the Secondary School Strategy. Year 7 – Year 11 children are provided with a half term induction programme before entering mainstream schools. Six programmes are run each year for primary and for secondary age children. Currently all places on the programmes are full and there is a waiting list. **159 children were**

supported through the centre this year – 135 were identified as EEA migrants, a rise from 126 in the previous year.

There is no equivalent Primary age strategy, but through local provision, children have been provided with support through the Leap Forward Club - an educational programme which is organised and delivered by DCC New Communities Support Team (NCST) and St James Centre. Again, **the majority of children in Leap Forward are from the EEA – 257 out of 281.** In the previous year the number of EEA children supported was 145. **The funding for this provision came to an end at the end of the summer term.**

Between March and September 2011, 'Equality' carried out research among Roma of Czech and Slovak nationality who had migrated with their families to Leicester, Chatham, Rotherham, Wolverhampton, Southend-on-Sea, Peterborough, London and Derby. It was found that **85% of the pupils interviewed had been previously placed in a special school for the mentally disabled, de facto segregated school or predominantly Roma kindergarten in the Czech Republic and Slovakia.** The findings of this pilot research, "From Segregation to Inclusion" show that Roma pupils in the United Kingdom quickly catch up with their non-Roma peers to gain an attainment level just below average.

A consequence of inward migration is the **inability to predict or control when school places will be required** and often result in children and young people accessing the education system randomly throughout the academic year. RSA Action and Research Centre has recently released their report on in-year admissions. Using an analysis of the National Pupil Database, and a survey of local authorities, the research found that in year registrations and moves are highly disruptive to children, badly impacting on the social and neighbourhood relationships that can support their schooling. The research also concluded that pupils who move in-year are more ethnically diverse than their age cohort. 25% belong to the 'White Other' group, which includes Eastern Europeans. An important aspect of in year moves and admissions within Derby is the placement of Year 11 pupils who join the education system in January – **27 Yr. 11 admissions during January – March 2013.** These pupils are placed into the Kingsmead School and there is a concern regarding the value of educational input and potential for this cohort to fall into the NEET category on exit. In addition to the formal education, schools and community providers are recognising the growing need for out of school support to supplement learning.

Recommendations:

10. Ensure equal access to education for children and young people from new communities
11. Review school places availability
12. Develop increased capacity within existing and / or new schools
13. Develop awareness of shared values, challenging perceptions and encouraging participation and 'open-mindedness'.

Health

the Health Visiting and School Nursing Services assesses all new children and young people who move into the area and have found their workload has increased significantly and rapidly with issues relating to the transient nature of new migrant families and also above average numbers of children in households. Resulting in a **disproportionate impact on services compared to the rest of the city.**

The findings of a recent Health Needs Assessment by Public Health illustrate significant health inequalities amongst migrants:

- Low rates of child immunisations and lack of previous health records
- Dental health
- Diet, obesity and vitamin deficiency
- Infectious Diseases
- Vitamin d Deficiency
- Scabies
- Bed Bugs
- Smoking and secondary exposure
- A lack of understanding of UK systems and GP registrations
- Language barriers
- Child protection issues
- Poor housing, overcrowding and poverty affecting health

GP surgeries and A&E are experience high levels of presentation from the migrant community. In the case of A&E, this is often for non-emergency situations due to lack of understanding of the health care system. It is recognised that the levels of understanding of health screening/prevention are low in the migrant community and preventative action needs to be taken, particularly in relation to vaccinations, drugs and alcohol, mental health, communicable diseases and health screening.

There are reports of **individuals with mental health needs and disabilities being cared for by their families who have not registered with a GP** and only being identified for support and additional care when a crisis requiring hospitalisation or other intervention occurs. More needs to be done with migrant communities to understand these needs and reduce any stigma attached.

Drug treatment services are identifying a rise in substance abuse amongst migrant communities with an average of 40 individuals in treatment at any one time. In the main, those in treatment are referred for treatment following police custody.

Of additional concern is the prevalence of Sexually Transmitted Diseases amongst EEA migrant communities, particularly HIV. The general **ratio of those testing HIV+ve is 4:400 however within this grouping the current ratio for Derby is 4:1100.** There is great concern regarding extended family connections and as with general health concerns, a lack of health records and reluctance to register with GP's or undergo testing.

Recommendations

14. Include key health services in the integrated service pathway
15. Raise community awareness of mental health and disability support
16. Improve Primary Care uptake
17. Review targeted professional support provision
18. Develop protocols with the judicial system for Substance treatment and support orders

Crime, Community Safety and ASB

Areas of concern are:

- Acquisitive Crime – burglary, shop lifting, bag dipping
- Prostitution
- Road Traffic and Driving Offences
- Human Trafficking
- Sexual exploitation/offences
- Benefit Fraud
- Money laundering
- Hate crime
- Substance Abuse
- Domestic Violence
- Illicit alcohol and tobacco sales

It should be noted that high volume, low level crime can also be a sign of organised crime networks, meaning that both / joint local and more strategic intelligence analysis should complement the full picture to inform threat and risk. These problems are not exclusive to the EEA and Roma community however at a time of decreasing reported crime, the percentages are increasing.

An increasing number of Eastern Europeans are being processed through the criminal justice system. **Exact figures are being explored but 24% of all recent cases processed through custody are foreign nationals.** Anecdotally the numbers of Roma being processed is increasing. It is **estimated that 11% of Youth Offending caseloads are EEA with the increase being disproportionate to other groups.** There is concern from both the Probation Trust and YOS that EEA migrants generally exhibit a passive engagement with court orders and support provision and a lack of long term behavioural change will be problematic.

Benefit fraud is also on the rise amongst this group as evidenced with Operation Attwood. Actuals for Housing Benefit, Council Tax Benefit, Tax Credits and Unemployment Benefits are currently being investigated.

There are a number of street sex workers within the city believed to be of Eastern European origin. There are links to organised crime and human trafficking. Romanian Roma are also linked to child exploitation and sex trafficking, which may pose problems after 2013 and the A2 accession. Across Europe, Romanian Roma and to a lesser extent Bulgarian Roma have been associated with human trafficking, economic and environmental problems. Within the UK, Romanian Roma involvement in organised crime and human trafficking for the purposes of sexual and labour

exploitation, economic crime such as benefits and other fraud are being reported.

Four of the top five most common countries of origin of potential victims of trafficking into the UK are: Romania, Slovakia, Poland and the Czech Republic.

The most common countries of origin for potential victims of trafficking are Slovakia, Czech Republic and Romania. Of these victims, the most common exploitation type reported was criminal exploitation (35%) followed by sexual exploitation (31%) and labour exploitation (19%). **Derby has already been implicated in a prominent case of Romanian child trafficking and exploitation case - Operation Golf - and more recently Operation Attwood has focussed on labour exploitation and benefit fraud from within the Roma community. Operation Attwood has resulted in six individuals arrested and charged with Human Trafficking for the purposes of forced labour, money laundering and benefit fraud – 12 victims were rescued as part of the operation.**

ASB reports in the Normanton and Arboretum wards are increasingly associated with Roma. The behaviour of the large number of children and young people along with differing cultural values and practices are causing friction within neighbourhoods that are reported as ASB. Particular locations of tension are Pear Tree Baptist Church, Pear tree Library, Goodale St, Havelock Rd, Clarence Rd, Stanton St and Almond St.

Facilities and provision (e.g. youth clubs and activities)for young people have reduced significantly in recent years at a time when the number of young people has increased significantly in an area where homes are small, overcrowded and often do not have any useable garden spaces. There are only limited parks and open spaces available and their use is sometimes problematical.

Drug and alcohol treatment services for eastern Europeans are increasing in response to demand. Many migrants are 'under the radar', i.e. they have not grown up or lived locally all their life and are not therefore known to Police in the same way that locally grown criminals are. Derbyshire Constabulary have been UK leads in developing Pan European policing operational guidance on the policing of Roma (2010), working with the Strategic Police Matters Unit in the EU.

Community tensions have been experienced between the Roma Community and the local resident populations in Normanton and Arboretum. Some of this has arisen through ASB complaints, as described above, but there are also reports of 'territorial' tensions between large groups of young Roma and other local young people, particularly from the Pakistani Community, but also with non Roma EU communities. The latter linked to enmity originating from main land Europe.

Derbyshire Fire & Rescue are engaged in a programme of fire safety checks and have grave concerns regarding overcrowding of properties and a lack of fire safety awareness.

Recommendations:

19. Improve understanding of new communities and community safety issues
20. Tackle Organised Crime
21. Tackle adult and child safeguarding issues and risks
22. Tackle Youth ASB
23. Raise awareness amongst communities of rights and legal obligations

Vulnerable Children and Child Safeguarding

Early Intervention and Integrated Safeguarding Services within Children and Young People's Department provide early help and child protection services to all Derby residents. Within locality 3/4 particularly there are a number of emerging and evolving challenges

- The number of families presenting in crisis as a result of being unable to provide basic accommodation, food and clothing for their children
- The number of families where there are concerns about neglect/poor parenting
- The potential exploitation of young people particularly issues in relation to child sexual exploitation and children being commissioned to commit crime by adults
- The number of complex family arrangements where parentage is unclear and there is movement of children between extended family and friend networks
- Issues relating to persistent poor attendance and resistance to compliance with attendance requirements
- The increased demand for Children's Centre services to promote good early child development for children whose family members have limited English language and poor literacy
- Families who have failed to access basic services such as health and dental
- Families living in chronic conditions in poor private rental sector accommodation.

Recommendations:

24. Ensure that all families presenting in financial/material crisis are given clear advice on the sources of support and their options
25. Ensure that Children's Centres maintain and develop strong links with community health services to ensure that children are accessing health services and that children's centres support can be targeted to children from new communities
26. Ensure that the CSE issues are robustly monitored and managed in line with the CSE strategy
27. Ensure staff have adequate training to address cultural diversity issues within assessments and to prevent the cultural issues diverting practitioners from the underlying abuse
28. To ensure that families are clear of the attendance expectations and any barriers to attendance are reduced
29. To evaluate appropriate methods and tools for family change

Environmental ASB

Environmental issues related to Eastern European Roma in Derby are commonplace and can cause severe problems for the household, landlord, neighbours and the wider community as well as public services. The list below is not exhaustive:

- Wheelie bins overflowing
- Excessive side waste
- Contaminated bins
- Using others peoples bins

- Storing up household waste
- Fly tipping – household waste and bulky items
- Excessive littering
- Noise

Reasons for these problems include: lack of understanding, family sizes, destitution, property types, landlord related issues, inability to pay for Bulky Waste Services, home country values and practices, lack of environmental education and appropriate advice.

Environmental enforcement for accumulation of refuse and fly tipping accounts for c. 90% of cases on Normanton and Arboretum wards and the numbers of cases is increasing. A significant number of Litter Clearance Notices issued to private rented properties with EEA tenants have resulted in non-compliance. Forcing the authority to remove excess litter and recharge the residents. Often these recharges are unpaid and as an example, **one household issued with four notices and subsequent recharge bills have a debt of £1,682.90.**

In relation to fly tipping and littering, high levels of proactive cleansing and removal have reduced public complaints this year but the number of incidents is increasing. A direct consequence is the financial cost – **31% of all the labour costs for the city associated with removal of fly-tipping and litter across the city are incurred within Normanton and Arboretum wards** after the city centre costs are removed from calculations.

Environmental problems are not new in Normanton and Arboretum wards. However, increasingly it appears that Roma related environmental issues are encouraging others within the community to care less for their neighbourhood in a spiral of decline. Large, loud families with regular social gatherings and alcohol are common complaints from residents about new communities. Environmental Health related cases in Normanton and Arboretum wards are dominated by noise complaints and the number of complaints is increasing despite the traditional high tolerance levels in this area of dense terraced housing.

Recommendations:

30. Tackle domestic waste issues
31. Create a sense of belonging amongst new communities
32. Undertake proactive enforcement for noise and littering

Communications and Language

Levels of spoken and written English are reported as extremely low amongst EEA nationals and consequently there is a high demand and subsequent cost for translation and interpretation services within the public sector. It is **estimated that Derby City Council alone spent £160,000 in the last year on translation and interpretation provision – however this figure includes high cost BSL provision.**

ESOL provision is available with those on Job Seekers Allowance able to attend free courses. Those not eligible for free support can be charged between £120 and £250 depending upon the course content.

But, **pressures are growing for Introduction to Speaking English - or pre ESOL -** provision for large numbers of migrants who do not meet the literacy criteria for funded courses. The group most affected is the Roma community who are often illiterate in their native language and as a result are not able to access mainstream adult learning where a level of literacy is a prerequisite.

Pre ESOL cannot be funded by the Skills Funding Agency due to the lack of a recognised qualification and as a result, local providers are limited in the provision they can provide. The result is a migrant community not equipped with the language skills to compete in the labour market and pressures on services to provide translators.

Eastern European Roma are not all from one country. Most Roma in Derby are from the Slovak Republic with a smaller number from the Czech Republic however there are also Polish, Latvian, Lithuanian, Romanian and other Roma in Derby. All with different languages and language skills. **Consequently there is a demand for interpretation and translation services across the range of Eastern European languages.** Service budgets for service delivery are being increasingly dominated by this type work. Where services do not have a budget or the budget is inadequate for this work then informal provision is often cobbled together in any way that is possible. This could lead to problems with inappropriate persons involved, breaches in confidentiality, and inaccurate information provided as the pool of people trained and available to act in this role is very limited, especially where technical knowledge and experience is needed during translation or interpretation. A wide range of providers are currently delivering ESOL courses within Derby, many of these are delivering mainly to Eastern European clients. Take up among the Roma community is patchy because of the charging regimes necessary to ensure sustainability of courses or to comply with funding requirements. Derby College and DCC Adult Learning Service are the main public services providers along with a number of voluntary sector partners.

Recommendations:

33. Explore sustainable model of interpretation and translation provision: Meet the needs across providers and communities for affordable, accessible interpretation and translation provision
34. Development of an integrated model of ESOL provision that is fit for purpose and is meeting the needs of all users.

Understanding and knowledge of migration and new communities

We are not well informed about the scale and nature of new migration flows which limits responses to ones which are largely reactive and driven by service pressures and community concerns. **Building a picture of population change in Derby and its effects is a key building block to respond to migration.** Good data and intelligence are needed to inform decisions about strategies and resource allocation. Knowing more about migrant numbers and characteristics needs to be accompanied by understanding the potential impact on the settled community and their possible concerns.

Information from current data sources is limited although Census, GP Registers, Unique Pupil Numbers, National Insurance Number applications give an indication of the speed and scale of change. However, a degree of non-registration means these sources are likely to present an incomplete picture.

Staff and services with front-line contact with the general public, including the police, council staff, councillors and the NHS, may also have information especially where they record the use of interpreters. Voluntary and faith organisations will often have more information than public services, particularly where there are already religious institutions or community groups that are likely to be used by newly arrived migrants. Local advice networks and housing and homeless agencies may be well placed to identify emerging problems.

Recommendations:

- 35. Create a baseline knowledge of key new communities
- 36. Create a clear pathway towards integration and support
- 37. Establish community leadership and engagement structures.

Draft Action Plan

Employment and Poverty

Key Actions	What	Progress	Lead
Research employability issues - Including barriers to employment and develop appropriate actions to minimise them	Task and Finish group to develop appropriate actions to address employment related barriers including basic literacy, language skills, etc.		Employment and Skills Board & Sub Groups
	Work with economic development partners to understand the nature and consequences of changing local labour markets.		Employment and Skills Board & Sub Groups
	Advocacy with employers, employment agencies, training organisations and DWP.		
Provide practical support into employment	Supporting people into jobs. Provide job search, CV writing, employer liaison and interview technique support. Personalised and Tailored support and mentoring	Weekly work clubs have been set up and supported by libraries, adult education, National Careers Service to provide IT access and some support with applications and CVs etc. Organisations such as the St James' Centre, JET, GEM project and others provide a range of services and	DWP Providers National Careers Service DCC – Libraries/DAL's Community Providers – JET/St James Centre

Key Actions	What	Progress	Lead
		support.	
Deliver targeted youth employment initiatives	Task and Finish group to identify and address barriers to equality in employment and work experience opportunities for NEET		
Review destitution and homelessness provision and support amongst migrant communities	Review causes and instances of NRPF support in Derby to inform wider action plan	2012 Study undertaken which requires detailed analysis	DCC CYP/AHH
	Review support services	Refugee Services – this service provides support to refugees, asylum seekers and vulnerable migrants. The service is delivered by a dedicated team of volunteers, who work closely with other community organisations in the area.	The British Red Cross
	Understanding of benefits and welfare rights, and support to access this.		
Review Asylum Dispersal accommodation	Review G4S Protocol and support arrangements	Review meeting held, protocol being redrafted	DCNP
	Review of support services	Information and signposting to asylum seekers	Refugee Action

Key Actions	What	Progress	Lead
		and refugees about: asylum support; housing and support appeals; education; health and adult and children's services.	Derby Refugee Advice Centre

Pressures on high density housing areas

Key Actions	What	Progress	Lead
Enforcement: Establish values and implement a Housing standards strategy for the area	Enforcement of housing standards and minimisation of ASB		Environment and Regulatory Services
	Develop and publicise appropriate housing standards, enforcement, tenants' rights and landlords' obligations documents		Environment and Regulatory Services
	Build confidence in community and create the ability to respond more quickly		
	Pool knowledge between environmental health, planning and fire safety officers about accommodation used for migrants and standards.		
Review of housing: Develop housing regeneration initiative to improve the overall look and place.	Develop options for housing improvement and regeneration		Spatial Planning and Climate Change DCC Housing

Key Actions	What	Progress	Lead
			Growth Strategy
Gain insights into migrants longer-term intentions to understand the possible impact on demand for affordable/social sector accommodation.	Investigate and tackle barriers to Social Housing uptake		
Review and assess Asylum Dispersal Accommodation	Review G4S Protocol and dispersal arrangements		

Demands for school places and educational attainment

Key Actions	What	Progress	Lead
Ensure equal access to education for children and young people from new communities	Providing training tailored to the needs of the schools and teams/agencies involved in supporting new arrivals and Roma families with particular reference to teaching staff, Governors and key partners.		
	To continue to deliver Primary and Secondary Support Strategy for supporting EAL New Arrivals, which incorporates raising awareness of shared values and ensure that all relevant parties (parents, schools and LA) actively and collaboratively participate in securing good quality education for newly arrived children/young people and ensuring high attendance at school.	Leap Forward – Provides young people who have just come into the city from abroad 2 sessions a week to help them learn English and settle down when they are allocated a place at school.	DCC Education Inclusion Team. In partnership with St James Ctr
	Provide out of school support and extra-curricular activities	A club for young people who are at	St James Ctr

Key Actions	What	Progress	Lead
		school, who have limited English helping them with homework, make new friends, find mutual support and enjoy themselves. This is starting in September 2013 for 2 years and is funded by Children in Need.	
Review school places availability Develop increased capacity within existing and / or new schools	Support to the Admissions Team Seek to develop increased capacity within schools by providing timely and accurate information about demand for school places for newly arrived EAL children and to analyse trends and emerging needs and challenges.		
	School place liaison Linking school places availability to “Leap Forward” support and planning for the needs of the new migrants		
	Review provision of schools within Normanton, Arboretum and Abbey wards Consider equality of educational provision based on access and need of local communities		
Developing awareness of shared values, challenging perceptions and encouraging participation and ‘open-mindedness’.	Support schools to develop Citizenship and cohesion lesson plans		

Health inequalities

Key Actions	What	Progress	Lead
Include key health services in the integrated service pathway	Incorporate health into the initial assessment process (New arrivals needs triage) and signpost families to appropriate provision.		
Raise community awareness of mental health and disability support	Raise community awareness of mental health and disability support		
Improve Primary Care uptake	Work with communities to promote primary health prevention opportunities and how to access health care appropriately.		
	Increase uptake of primary care programmes Work with the new communities to promote vaccination, immunisation & screening opportunities and monitor uptake		
	Referral of appropriate new entrants (according to the WHO high risk TB countries list) to TB Services for new entrant TB screening and BCG vaccination.		
Review targeted professional support	Specialist Health Visitor /Specialist School Nurse to work with new communities groups Including lead health professional working with Eastern European communities		
	Review service delivery models for Health Visitor and School Nursing Teams to meet changing demands		
Develop protocols with the judicial system for Substance treatment and support orders	Substance misuse Eastern European Drug Treatment Clinic		Public Health
	Improved access to drug and alcohol services For young people and young adults		Public Health

Crime, Community Safety and ASB

Key Actions	What	Progress	Lead
Improve understanding of new	Develop robust mechanisms for intelligence gathering,		Police

Key Actions	What	Progress	Lead
communities and community safety issues	assessment of and tackling community tensions.		DCNP
	Tackle issues of trust that may stem from different customs and practice in migrants' home countries or the vulnerability that some migrants may feel if they are being exploited		DCNP
	Targeted youth events to bringing together youth from different cultural groups in common activities		
Tackle Organised Crime	Work with regional and national agencies and communities to inform and tackle organised crime, in relation to Trafficking, Exploitation, Illicit sales	Op. Attwood	Police
Tackle adult and child safeguarding issues and risks	Safe and Sound engagement with youth groups		DCNP
	Target overcrowding and child protection issues.		DCNP
Youth ASB	Provide out of school diversionary activities	'THE CLUB' at Peartree - working with over 300 Roma youngsters registered with the CLUB. Average of between 80-100 young people each week on Tuesday evenings (11-16yrs). Youth club environment – working to address ASB, citizenship etc.	MFC (NC Fusion) Peartree Baptist Church Partnership
Raise awareness amongst communities of rights and legal obligations	Employment Driving Substance Misuse		DCNP

Key Actions	What	Progress	Lead
	Safe Guarding ASB Etc...		

Vulnerable Children and Child Safeguarding

Key Actions	What	Progress	Lead
Ensure that all families presenting in financial/material crisis are given clear advice on the sources of support and their options			CYP
Ensure that Children's Centres maintain and develop strong links with community health services to ensure that children are accessing health services and that children's centres support can be targeted to children from new communities			CYP
Ensure that the CSE issues are robustly monitored and managed in line with the CSE strategy			CYP
Ensure staff have adequate training to address cultural diversity issues within assessments and to prevent the cultural issues diverting practitioners from the underlying abuse			CYP
To ensure that families are clear			CYP

Key Actions	What	Progress	Lead
of the attendance expectations and any barriers to attendance are reduced			
To evaluate appropriate methods and tools for family change			CYP

Environmental ASB

Key Actions	What	Progress	Lead
Tackle domestic waste issues	Ensure households have appropriate waste collection facilities		Streetpride
	Raise awareness of rights and responsibilities		DCNP
	Undertake effective enforcement action where required		Environment and Regulatory Services Streetpride
Create a sense of belonging amongst new communities	Work with communities to take pride in their neighbourhoods		DCNP
	Develop action plan and options for tackling priority environmental concerns using a project based approach to tackling known hot spots and neighbourhood untidiness based on complementary work to statutory agencies and involving volunteers	Take Pride Events and targeted campaigns underway in Arboretum/ Normanton	DCNP
Undertake proactive enforcement for noise and littering	Work with local advocacy groups to mediate with offending households	Roma Community Care service is being established	MFC/ Roma Community Care
	Develop materials and approach for effective enforcement		Environment and Regulatory

Key Actions	What	Progress	Lead
			Services

Communications and Language

Key Actions	What	Progress	Lead
Explore sustainable model of interpretation and translation provision: Meet the needs across providers and communities for affordable, accessible interpretation and translation provision	Work with the voluntary sector, Adult Learning Service and New Communities Support Team to establish a pool of volunteer community interpreters.		DCNP
	Explore the feasibility of establishing a new service to deliver interpreting and translations services to key public services in Derby.	developing a locally based interpreting and translating service as a social enterprise. Also training local people to become qualified	St James Derby Adult Learning Service
Development of an integrated model of ESOL provision that is fit for purpose and is meeting the needs of all users.	Mapping ESOL provision within Derby to provide better coordinated information		DCNP
	Work with education, college and community education partners to identify the local need and solutions for ESOL and pre ESOL provision.		DCNP DAL's DWP

Understanding and knowledge of migration and new communities

Key Actions	What	Progress	Lead
Create a baseline knowledge of key new communities	Undertake research within key new communities to better understand their motivations, aspirations, needs and culture		Policy, Research and Engagement
	Gather good data on inward population movement and trends to influence service strategies.		Policy, Research and

Key Actions	What	Progress	Lead
			Engagement
	Deliver a New Communities Awareness event – Engaging and working with migrants event		St James Centre
	Understand the needs of Asylum and Refugees within the city		
Create a clear pathway towards integration and support	Create a clear pathway towards integration through the empowerment of community champions and leaders		Upbeat Communities Derby Refugee Advice Centre British Red Cross Refugee Action
	Provide early intervention to identify individual and family needs for service interventions and to promote self-sufficiency, such as finding employment, accommodation, access to bank facilities, health care and education.		NC FUSION PARTNERSHIP NC Fusion is a partnership between St James Centre, Multi-faith Centre, Upbeat Communities and the Derby City Council's Children and Young People Inclusion Team.
Establish community leadership and engagement structures.	Support the development of an Eastern European Leadership Group		DCNP
	Develop neighbourhood level mediation/advocacy initiative within new communities.	Creating 'Roma Community Care'	Multi-Faith Centre

Key Actions	What	Progress	Lead
		Advocacy Group Supporting volunteer training and providing direct interaction with services	(MFC/NC Fusion)
	Develop a Roma Street pastors type provision within the voluntary sector	Discussions started with Derby City Mission and Pear Tree Baptist Church	Derby City Mission