



Bristol Inclusive Cities Action Plan

Background

Inclusive Cities is a programme working with 6 cities across the UK to help them achieve a step-change in their approach towards the integration of newcomers in the city. It was launched in March 2017 and will run until May 2019, and is facilitated by the Centre on Migration, Policy and Society (COMPAS) at Oxford University. The cities taking part are Bristol, Glasgow, London, Cardiff, Liverpool and Peterborough.

The programme provides cities with a facilitated process by which to develop a strategy that is shaped and owned by a range of key stakeholders from across the city, and which is informed by experience and innovative practices from Europe and the United States. Cities are also encouraged to share learning amongst themselves, and collaborate wherever possible. Whilst Local Authorities are facilitating the process, it is intended that the actions plans are developed and owned by a wide range of statutory, private sector and VCS organisations in the City.

Inclusive Cities in Bristol

Bristol was delighted to be amongst the pioneer cities for this programme in the UK and is also proud to be a City of Sanctuary. We have a long history of welcoming migrants and refugees, and the Mayor is committed to making the city more inclusive and tackling inequality in all its forms. Bristol already has a huge range of provision to support the integration of newcomers, with many organisations and individuals deeply committed to this cause. These initiatives, however, are often under-resourced and disconnected from each other. The Inclusive Cities project therefore represented a unique opportunity to bring people together to take a strategic look at the inclusion of newcomers and how we can make sure that nobody falls through the cracks and everyone's efforts add up to more than the sum of their parts.

The Bristol Inclusive Cities Task Force was set up in the summer of 2017 and agreed four priority areas. These areas were chosen either because they were seen as an opportunity to build upon and connect up existing work, or because they represented known gaps in provision and thinking which this project could help address. The four priority areas are:

- Developing a consistent narrative for the city around inclusion
- Improving the support for refugee, asylum seeking and migrant children and young people
- Improving pathways for newcomers into employment
- Promoting inclusion through city planning

Sub-groups were created for each area, with 22 organisations overall inputting into the below action plans.



Narrative

Priority area	How this supports the strategic priorities of the city	Actions to achieve this priority	Taskforce lead(s) responsible for delivery	Resources needed to accomplish the priority and action	Timescale	Success Criteria
To improve cross-cultural understanding and reduce community tensions and hate crime. We will achieve this by developing a shared understanding of inclusion of migrants which inspires confidence for the majority of local people.	Bristol City Council’s Vision includes for ‘Bristol to be an inclusive City of Sanctuary where everyone feels safe and feels that they belong’, and other organisations have their own commitments. The city is also developing an Equalities Charter and Everyday Integration project to help improve equalities practice in city institutions and create communities in which people live and work well together. The City council is updating the Bristol city brand toolkit and narrative, working alongside cultural partners to understand local people’s views and make sure our strategies reflect	Work with key leaders and institutions in the city to develop a consistent narrative around inclusion. This will include internal communications documents, short statements and ensuring staff within organisations have a common understanding of inclusion.	University of Bristol (Bridget Anderson)	Time commitment from sub-group members	Key documents developed by end of 2018	Language developed is replicated in key speeches and documents
		Ensure that this narrative work is effectively fed into the development of the Bristol One City Plan.	Bristol City Council (Sophie Shirt, Anne James, David Barclay)	Time commitment from sub-group members	By late 2018	One City Plan documents reflects Inclusive Cities thinking on narrative
		Develop a visual campaign promoting the Inclusive and Sustainable Economic Growth Strategy, profiling migrants and settled communities’ contributions to Bristol.	University of the West of England (Jon Mullholland)	Investment in billboard, poster and social media campaign – sponsorship from local employers. Supported by better information for employers on migrant/refugee	1 st half of 2019	Public visual campaign delivered as part of Inclusive and Sustainable Growth Strategy



	and serve the 'real' Bristol.			employment		
		Identify partners and funding to bring the Global Minds initiative to Bristol - pupil to pupil befriending and Pot luck supper	Ashley Community Housing/Himilo (David Jepson)	Investment in bringing Global Minds team to UK/Bristol. Seek charitable funding. Need to identify partner schools	By May 2019	Successful fundraising for pilot
		Continue to proactively listen to the voices of Bristol's communities and create opportunities for diverse perspectives to feed into the citywide narrative (e.g. through the One City Plan, Bristol University integration research etc).	Up Our Street (Stacy Yelland)	Bristol University funding application is being assessed in Autumn 2018	2019	Regular events and other opportunities for different groups to have their voices heard



Young People

Priority area	How this supports the strategic priorities of the city	Actions to achieve this priority	Taskforce lead(s) responsible for delivery	Resources needed to accomplish the priority and action	Timescale	Success Criteria
Improve the support for refugee, asylum seeking and migrant children and young people and their families.	This priority area links with the Corporate Asylum Seeker and Refugee Strategy, the Children's Charter and the priorities relating to Children in Care in the Corporate Strategy and the One City Plan.	Establish a process to ensure all post 16 young people who arrive in the City are able to access ESOL provision at City of Bristol College or an alternative provider, and that an additional course is run over the summer.	BCC (Ruth Pickersgill), BRR (Beth Wilson), City of Bristol College (Lizanne Lawson)	Time commitment for developing process, funding for additional course	Process developed and communicated by end of 2018. Funding bid developed by late 2018. Pilot summer provision in 2019.	Provision in place in 2019. All sanctuary seeking young people up to 18 are in full time education or training with ESOL support.
		Develop a support group and range of training courses for foster carers on the needs of UASCs addressing religious and cultural awareness, and understanding the asylum process and journey of refugees and asylum seekers.	BCC (Bev Daniels/Steve Rundell)	Foster carers training budget and additional funding needed	Support group established summer 2018.	Training course launched in 2019



		Build on the pilot Community Clinic and Moving on from Trauma young people's group to establish a permanent therapeutic service to support young asylum seekers and refugees dealing with trauma. Map existing services and service gaps and agree care pathways with University of Leicester.	1625 Independent People (Dom Wood), Thinking Aloud and CAMHS (Anna Kalin) Leicester Uni (Sarah Hunt)	Research will identify what funding is needed.	Assessment of need and funding identified by May 2019.	Services available to all UASCs and any other young refugees who require it. At least 30 people a year accessing support
		Work with City of Sanctuary to support local schools to become schools of sanctuary with action plans to improve their support and awareness	City of Sanctuary (Forward Maisokwadzo)	Application for charitable funding has been made to CMF	Conference to be held in Summer 2019	At least 10 more schools become schools of sanctuary by end of programme
		Support and learn from the Bristol Refugee Rights pilot project on helping young people in care and subject to immigration control. Establish a process to identify undocumented young people and ensure they access appropriate legal advice. Liaise with Let Us Learn.	Bristol Refugee Rights (Beth Wilson) and 1625 Independent Housing (Dom Wood)	Successful application for funding has been made to Paul Hamlyn Trust	Starting Autumn 2019	Learnings shared widely to all key stakeholders in the city



ESOL and Employment

Priority area	How this supports the strategic priorities of the city	Actions to achieve this priority	Taskforce lead(s) responsible for delivery	Resources needed to accomplish the priority and action	Timescale	Success Criteria
To achieve a step change in the number of refugees and migrants entering the labour market and support refugees and migrants who are already in employment, to progress their skills, earnings and responsibilities.	This priority will contribute towards the fair distribution of economic benefits which support the Bristol Inclusive and Sustainable Growth Strategy. This is especially important for the Mayor who wants to make sure that those living in poverty and poor housing are not left behind in the wake of increasing wealth and development happening in the city	Map pathways for successful integration to identify the current educational offer and support services, pool together and bring back to the table to review	City of Bristol College (Lizann Lowson)	Time commitment from key stakeholders	Draft pathway mapped by Autumn 2018	Draft pathway produced Pathway agreed and utilised by key stakeholders.
		Identify a best practice model for pathways and testing these with refugees and migrants and employers to see if best practice exists and identify gaps in best practice model. Building case studies to use in comms.	Ashley Community Housing (David Jepson, Julia Palmer)	Time commitment from key stakeholders	Pathway tested by early 2019	Gaps identified and actions to address agreed
		Review comms targeting migrants and refugees and employers and develop effective comms strategy	Bristol City Council (Anne James, David Barclay, Angela Marshall)	Time commitment from BCC Officers and other stakeholders	Reviewed comms strategy by early 2019	Strengthened comms strategy implemented



		Build on work by ACH/Himilo in proactively engaging local employers to become more inclusive, including scoping possible kitemarks/other opportunities to celebrate best practice	University of Bristol (Jon Fox)	Time commitment from key stakeholders	Ongoing	More employers in Bristol proactively seeking to recruit and support migrants and refugees
		Scope the possibility of adopting the ESOL Advice Service pioneered in East London		Bid for funding from CMF being developed	Decision on possibility of replicating model in Bristol by end of 2018	Model adopted
		Pilot a work experience project for asylum seekers to get acclimatised to the range of employment opportunities in the City	ACH (David Jepson) and BRR (Beth Wilson)	Pilot funding secured from Quartet	TBC	Up to 30 asylum seekers visit employers and get support with introduction to the workplace and at least 10 get tailored work experience package



Planning

Priority area	How this supports the strategic priorities of the city	Actions to achieve this priority	Taskforce lead(s) responsible for delivery	Resources needed to accomplish the priority and action	Timescale	Success Criteria
To identify opportunities within key planning and infrastructure processes for the contributions and needs of newcomers to the city to be better represented.	The shape of Bristol is changing and will continue to change, with large-scale housing, transport and other infrastructure projects being developed. Helping those involved in these processes to reflect on and incorporate the contributions and needs of newcomers will improve outcomes for everyone and hardwire inclusion into the future of the city.	Work with United Communities Housing Association to produce a best practice document on housing and integration.	Bristol City Council (Anne James, David Ader, David Barclay, Penny Germon)	Time commitment from United Communities Housing Association and BCC Officer	Best practice document produced by end 2018	Best practice document produced and shared
		Map key planning decision-making fora within Bristol and assess the extent to which data on newcomers is informing these processes.		Time commitment from BCC Officers	Mapping completed by end of 2018	Planning decisions strengthened and gaps identified and addressed



		Work with refugee and migrant-focused organisations to assess key issues for newcomers that may be under-represented in planning/infrastructure processes.		Time commitment from BCC Officers and VSOs	Consultation completed by end of 2018	Key issues identified and taken on board by relevant stakeholders
		Use ongoing BCC community assets assessment work to identify opportunities to increase inclusion in the city		Time commitment from BCC Officers and other key stakeholders	Inclusive Cities stakeholders to engage with community assets project in Autumn 2018	TBC



Taking the Action Plan Forward

The Bristol Inclusive Cities Task Force and its sub-groups will continue to meet in the coming months to refine and deliver on the above ambitions. Anyone interested in getting involved in this process and contributing to one or more of the work streams is invited to contact Anne James at anne.james@bristol.gov.uk. An updated plan will be published in 2019 to report on progress and set out next steps beyond the programme's formal end point in May 2019.