



Glasgow: A City for Everyone

Glasgow's Inclusive City Strategy for Migration 2018-2023

Introduction

Migration is in the DNA of Glasgow and international migration has added a rich dimension to the city's profile, making a mark on Glasgow's businesses, politics and communities.

This plan has been developed by the Inclusive Cities Taskforce, a cross-sectoral group of experts and organisations, to create a step-change in the Cities approach to migration and to ensure that Glasgow is a city for everyone. It will be dynamic and long-term, capturing where Glasgow is now and identifying what is needed to ensure that economic growth is inclusive and benefits all of those who wish to live, work and visit Glasgow.

This plan will complement existing city strategies that tackle economic growth, inclusion and equalities, resilience and community engagement as well as creating a new, multi-agency approach. It will identify 3 key priority areas and actions to be addressed by the city over lifetime of the project and ensure a partnership approach is adopted to achieve its objectives.

The priorities have developed by the Inclusive Glasgow Taskforce, which comprises of:

- *Leader of Glasgow City Council – Chair*
- *Glasgow Chamber of Commerce*
- *Department for Work and Pensions*
- *Bridges Programme for Refugees*
- *Scottish Refugee Council*
- *Glasgow Caledonian University*
- *Glasgow Colleges Board*
- *Representatives from Glasgow Integration Network*
- *Head teacher from Shawlands Academy*
- *Independent Photo Journalist*
- *Scottish Government*

Current Context

Glasgow, as with all UK cities, is developing this action plan in the climate of Brexit. This has presented some significant challenges for Glasgow as much of our inclusive growth relies heavily on the need to maintain and grow our population levels. Given future uncertainty over the future of migration policy, our priorities are constantly evolving.

However, despite this, Glasgow is currently pursuing the development of a new International Strategy. This purpose of this is to link our international work with inclusive growth and will include actions that compliment the work of Inclusive Cities. Through time, the Inclusive Cities actions may be incorporated into the wider international strategy.

We are also keen to incorporate learning from our current involvement in international networks for example URBACT and Resilient Cities and this learning will be built into the work of Inclusive Cities through time. Some of this includes:



- How can social enterprises and co-operatives provide a route out of poverty for vulnerable migrants;
- How do we draw on international learning to improve the experience of migrants when accessing services and support;
- How can we ensure our migrant community is involved in the co-creation of services, policies and practice and their perspectives are heard?

These horizontal themes will be addressed as our plan evolves.

Key Priorities

Glasgow is committed to Inclusive Growth, being a City of opportunity for everyone. It is explicitly stated within Glasgow's Economic Strategy that to achieve our economic objectives, we must sustain and increase our population levels. We must do this by supporting newcomers to the city and ensuring that Glasgow is an attractive place to live, work and play.

- Link with inclusive growth – we need to recognise that inward migration is critical to achieving future inclusive growth. We require higher population levels and must work within the current climate of Brexit and uncertain future immigration policy. With this in mind, we need to work across the city to ensure population projects and their associated uncertainty are factored into future policy but also increase our marketing presence, using migration and diversity as a selling point;
- Positive messaging and culture change – across all UK cities in the initiative there is a strong view that there needs to be a shift in the current negative discourse around migration. The current negative perception of migrant in the press could potentially be damaging, not only discouraging newcomers to the country but having an impact on the migrant community already established. To achieve inclusive growth, we need to ensure that we lead by example by creating policies and communications that are robust and set a positive tone for migration.
- Skills, employability and skills shortages – it is critical that we mobilise the migrant workforce. Given some recent data showing skills shortages in social care, digital, finance and construction (combined with some stark population projections around aging population and declining working age population) we need now more than ever a skilled workforce. This can be done via inward migration, making Glasgow an attractive place to live and work, but also by assisting more vulnerable migrants, refugees for example, to access and sustain employment. Skills recognition and linking with employers are crucial.

As a result of these themes, the Glasgow Inclusive Cities Taskforce has identified some actions that can be taken forward to achieve these goals. This is not a final or definitive list of actions and they are merely proposals at this stage based on early discussions.

Furthermore, our overall aim is to create an eco-system in which services, policies and organisations can evolve to greater support our migrant community and welcome newcomers to the city. We aim to support the infrastructure that allows for a process of stabilisation for newcomers leading to opportunity and participation in City life.



Priority area 1 – Inclusive Growth

Priority Activity	How this supports the strategic priorities of the city	Actions to achieve this priority	Taskforce lead(s) responsible for delivery	Local authority lead responsible for delivery	Resources needed to accomplish the priority and action	Timescales	Success Criteria
Revisit economic strategy to establish measures to achieve sustainable population growth;	The economic strategy has been designed to achieve inclusive growth and this is the key priority for the city. However it needs to be expanded to outline how we intend to increase population growth, especially in light of Brexit and potential changes to migration patterns	Glasgow will establish an Inclusive Growth and migration short term working group to explore options for maintaining population growth and to mitigate potential population stagnation.	Glasgow City Council Glasgow Chamber of Commerce	Business and Economy Team	Staff time	Planning August-October 2018 with sign off June 19	Production of more detailed section of Econ Strat to create actions, outputs and indicators to achieve sustainable population;
Work with Invest Glasgow and Chamber of Commerce to devise strategy to market Glasgow as business base and use migration and diversity as a positive asset	Business growth is a key priority within the economic strategy	Glasgow will review its international business marketing with Invest Glasgow and Glasgow Chamber of Commerce and produce a strategic marketing plan with diversity and	Glasgow City Council Glasgow Chamber of Commerce	Business and Economy Team	Staff Time, Resource to complete plan	Panning Jan-May 2019 with sign off June 2019	Production of marketing strategy based on learning from US



		migration as a key asset – incorporating key learning from US experience.					
Priority area 2 – Communication for Inclusion and Culture Change							
Priority Activity	How this supports the strategic priorities of the city	Actions to achieve this priority	Taskforce lead(s) responsible for delivery	Local authority lead responsible for delivery	Resources needed to accomplish the priority and action	Timescales	Success Criteria
Create a communication for inclusion strategy to create positive frames	To achieve inclusive growth we must also ensure our policies are robust, lead by example and reflect positive view of migration..	<ul style="list-style-type: none"> We will create a strategy for more inclusive communication activity; Engage with more expertise in the communication for inclusion field; Explore positive communications and ‘storytelling’ activities to tell Glasgow’s history of migration. 	All Taskforce Partners	Business and Economy Community Planning	Staff time Financial resource to commission specialised expertise	Jan-May 2019	<p>Production of positive/inclusive comms strategy for use with ICTF partners and beyond.</p> <p>The creation of well engaged activities showing positivity of migration in Glasgow Further links with Welcoming America/International.</p>



<p>Create Inclusive Glasgow web resource with information and signposting</p>	<p>Glasgow is committed to ensure services and policies are co-created with communities and inclusivity is at the heart. We recognise that this requires a different engagement and communication approach to ensure some communities are not left behind.</p>	<ul style="list-style-type: none"> • Research current methods of engagement, information and signposting for migrant community to receive information; • Create a platform for collaboration and information sharing using the 'people make Glasgow' ethos 	<p>All Taskforce Partners</p>	<p>Chief Executives Department Business and Economy Glasgow Life GCC Corporate Comms</p>	<p>Staff time Digital/Web support</p>	<p>October 2018 to May 2019</p>	<p>Creation of service/support map for the City Creation of online 'one-stop-shop' resource</p>
<p>Invest in migrant staff within organisations</p>	<p>For Glasgow to improve inclusivity there needs to be a culture change within organisations in their approach to their own migrant workforce.</p>	<ul style="list-style-type: none"> • Pilot bi-lingual staff development scheme within GCC • Engage with social enterprise language providers to support programme • Work with bi-lingual/migrant staff to gauge any support needs 	<p>Glasgow City Council</p>	<p>Business and Economy</p>	<p>Staff time Financial resource for course development</p>	<p>Sept 2018 – May 2019</p>	<p>Creation of staff development course for bi-lingual/migrant staff to support other areas of organisation who need language support; Creation of greater links with interpretation/translation social enterprises in the city and increase their capacity</p>



Creation of Welcoming Centres in public spaces	Libraries are community anchor facilities that can be better utilised to ensure greater community engagement	<ul style="list-style-type: none"> • Work with Glasgow Life to explore options for information or welcoming centres in libraries • Work with partners to assess what suitable information is required; • Ensure complementarity with any online development 	Glasgow City Council Glasgow Life Third Sector Organisations	Glasgow Life	Staff Time Financial resource for materials	Jan – May 2019	Creation of Welcoming Centres or info points in libraries Greater community engagement in library facilities
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Priority area 3 – Addressing Skills Shortages and Supporting Skills Development

Priority Activity	How this supports the strategic priorities of the city	Actions to achieve this priority	Taskforce lead(s) responsible for delivery	Local authority lead responsible for delivery	Resources needed to accomplish the priority and action	Timescales	Success Criteria
Support Greater Links between vulnerable migrants and employers to facilitate greater employment opportunities	Compliments economic strategy for inclusive growth by mobilising vulnerable migrants access to work and addressing gaps within Glasgow workforce	<ul style="list-style-type: none"> • Develop and deliver Employer Meeting Migrants programme • Create greater links and employment 	Bridges Programme Glasgow City Council Glasgow Glasgow Clyde College	Business and Economy	Staff time Asylum Migration and Integration Fund	Jan 2019 – Dec 2020	Creation of successful programme with job outcomes for refugees



		opportunities for refugees					
Supporting Skills Recognition	Further enhances our ability to achieve inclusive growth by recognising skills of newcomers and opening access to labour market.	<ul style="list-style-type: none">Support in the development of Skills Recognition pilot programme with higher education and third sector	Glasgow Caledonian University Bridges Programme Glasgow City Council	Business and Economy	Staff Time Financial resource to develop pilot programme	August 2018 – December 2019	Development of skills recognition pilot programme with transferable and scalable model