

**Action plan – strategic review of the impact of inward migration – April 2009**

Theme	Issue	Work already underway	Further Action required	Delivery Lead	Deadline
<b>Community safety</b> <b>Lead: Jill Gathercole, North Yorkshire Police</b>	Road safety	The 95 Alive Road Safety Partnership has produced an interactive CD focusing on issues with driving in the UK and UK driving laws. The content has been based on consultation with 2,000 migrant workers. The CD has been translated into a number of languages. The CD is being distributed through employers and other channels i.e. local press. A series of road safety presentations have also been delivered in a number of companies as part of the employee induction process.	None	95 Alive Road Safety Partnership - John Everson	Ongoing
	Lack of documentation	Information on the documentation required, particularly for vehicle registration included in the welcome pack and welcome page.  Also on the CD mentioned above, there are details of the documentation required for driving in the UK. Distributed through road safety officers, employers of migrant workers, Wiz air and a distributor in Poland.			
	Carrying knives / awareness of the law	Guide to law in the UK included in the Welcome Pack  Peterborough Police force multi-			

		language guide identified but usage restricted due to copy write issues.			
	Alcohol abuse/ anti-social behaviour	Evidence indicates that prevalence lower than for indigenous population	<p>Identify whether seasonal employment affects statistics or perceptions – although NY Police are able to provide statistics in a variety of areas, it is not possible to show statistics specific to migrant workers. There is no evidence or intelligence to show that it is affected.</p> <p>Community cohesion work to improve understanding and challenge assumptions – this is now part of Safer neighbourhood core policing. Various projects are ongoing throughout the force including 2 officers from Selby learning to speak Polish.</p>	Alcohol JCG?	
	Hate crimes	3 <sup>rd</sup> party reporting systems established in conjunction with North Yorkshire Police and NYCC libraries to provide	This is due to go live this month (April). In addition to libraries,	C/Insp Nick Hunter	

		reporting centres with trained staff in all libraries. Roll-out Spring 2009	bespoke reporting centres are being introduced for individuals.		
	Tension monitoring	Reports of community tension are reported directly into area intelligence units who feed into Force Intelligence Bureau (FIB). This is then fed into the National Community Tension Monitoring Team and vice versa. There are no indications to suggest problems with this reporting.			
	Perpetrators of crime – interpretation issues	NY Police have ensured that they have provision and access to interpreters when required including a very well serviced language line. We are not aware of any failings in the provision of this service.		C/Insp Lovell A of J	
	Victims of crime – language support / fear of Police	<p>Community engagement and confidence building work undertaken by NY Police in some areas to great success.</p> <p>Victim support, particularly in Domestic Abuse Services limited resources to support appropriate interpretation, although some areas have been able to recruit volunteers from the migrant community</p>	<p>NY Police to ensure good practice sharing across the Force</p> <p>Review of resources available to support recruitment, training, development and retention of migrant volunteers in these specialist roles, in addition to interpreting when required</p>	Sarah Hill (Chair, Domestic Abuse JCG)	

<b>Education</b> <b>Lead: David Walker, NYCC</b>	English as a Second Language - Fees versus income - Access due to working hours - Resistance from employers - Up-skill and leave - Classes in working hours - Contribution to costs	Work undertaken by trades unions and voluntary and community sector to integrate ESOL into Skills for Life and Citizenship provision (free of charge provision) in some areas  Also pilots with improved childcare provision and informal conversation groups	Resources to support innovations across North Yorkshire in providing innovative English Language training in ways which also promote community cohesion <ul style="list-style-type: none"> <li>▪ Use of venues free of charge</li> <li>▪ Engagement with service providers</li> </ul>		
	Lack of technical English – skilled workers in unskilled jobs	Support for entry into employment where training is given on-the-job e.g. Fire and Rescue/Police			
	Challenge for conversion / recognition of existing qualifications	UK NARIC details included on welcome page to promote recognised conversion of qualifications			
	School pupils with English as a second language	See review of EAL teams – needs content added		David Walker	
<b>Employment</b> <b>Lead: Andrew Leeming, North Yorkshire Partnership Unit</b>	Valuable workforce – dependence in some areas	CAB have run national events with employers on the recognition of the value of staff and how to retain them			
	Exploitation due to lack of awareness of health and safety/other employment rights	Information on employment rights included in welcome pack			
	Issues linked to accommodation	To be taken up as part of BME housing needs review			

<b>Housing and accommodation</b> <b>Lead: Andrew Rowe,</b> <b>Scarborough BC</b>	Differing entitlements – confusion and unidentified demand for social housing	University of Salford have been commissioned to undertake a review into the housing and support needs of migrant workers and BME groups in North Yorkshire and York. This research is currently underway. Fieldwork is due to be completed in April with a draft report in May. Actions needed from the research will feed into the new North Yorkshire Housing Strategy.			
	Private rented sector - Multiple occupancy / overcrowding - ‘hot bedding’ - Poor quality accommodation - Housed in workplaces – illegality	BME housing needs review commissioned by Housing Officers across North Yorkshire to determine needs, barriers to entry and how these might be resolved			
	Tied housing - Varies in quality - Proximity to workplace and issues with transport	To be taken up as part of BME housing needs review			
<b>Health</b> <b>Lead: Graham Purdy, NHS NY&amp;Y</b>  <b>(public health &amp; community perspective)</b>	Lack of knowledge about NHS systems and how to access appropriate health care (i.e. GP registrations /urgent care)	Contributions to NY welcome pack include information on registering with a GP.  Some individual GP practices have translated their practice leaflets.	Needs and issues to be reviewed with health partners (i.e. Acute Trusts, Ambulance Trust, Mental Health Trusts) to understand scale of local issues	Graham Purdy/Helen Christmas	Ongoing

		<p>Health services use Language Line for interpretation where required.</p> <p>e.g. of local activity - PCT working with health partners and CVS in Harrogate to run ME Community Health Information event in Harrogate in June – themes include access to GP and dental services.</p>			
	<p>Mental health and well-being + other specific health needs (i.e. access to maternity services)</p>	<p>Part of our ongoing work is to promote mental health and wellbeing, encourage healthy lifestyles and so on. We consider the needs of different groups as part of the planning process for all our work.</p> <p>e.g. of local activity – ME Community health Info day in Harrogate includes well-being and mental health and info on inoculations etc.</p>	<p>No specific work planned, but our future work around understanding need to inform commissioning intentions will encompass all sections of the community.</p>	<p>Graham Purdy/Helen Christmas</p>	<p>Ongoing</p>
<p><b>Access to information</b>  <b>Leads: Neil Irving, NYCC and Helen Black, NYFVO</b></p>	<ul style="list-style-type: none"> <li>- Advice services</li> <li>- Advocacy / hearing the voice of the community</li> <li>- Service providers and their communications</li> </ul>	<p>Welcome pack produced to provide low-cost information in required languages to support new arrivals and service providers to signpost users.</p>	<p>Regular updates of welcome pack as and when new / revised information is supplied by partners.</p> <p>Communications campaign to publicise the welcome pack</p>	<p>Tom Bryant</p> <p>Tom Bryant</p>	<p>Ongoing</p> <p>May 2009</p>

		BME fora established in some areas of North Yorkshire to provide advocacy, support, information provision and engagement opportunities	Monitoring the service needs of advice providers, particularly regarding interpretation and translation needs/costs  Establishment of/support for BME community groups across the County to enable individuals to support, inform each other and provide a platform for advocacy and engagement with service providers	NY Advice Services Partnership  NY LIOs with support of LSPs	Ongoing
<b>Community cohesion</b> <b>Leads: Helen Black, NYFVO and David Walker, NYCC</b>	<ul style="list-style-type: none"> <li>- Volunteering a great opportunity to be promoted</li> <li>- Engagement of new arrivals</li> </ul>	<p>NYFVO are running a training session for VCS organisations to support them to recruit, develop and retain BME volunteers</p> <p>Community Cohesion Team (NYCC) recruited a pool of migrant volunteers to support new arrivals at a focal point in Scarborough with outreach/remote support across the County</p>			