5. **Summary**

This report provides information on the impact and opportunities for Rotherham Borough presented by new European migration. It also summarises progress so far in developing a co-ordinated approach, with Partner agencies, to respond to current and future demographic changes caused by migration.

6. **Recommendations**

Democratic Renewal Scrutiny Panel to note:

1. The results of a self assessment carried out by RMBC Directorates and 2010 Rotherham Ltd, to identify current good practice and areas for development. This is summarised at section 7.4 and the findings are set out in more detail at Appendix 2.

2. An update on progress following the self assessment work at section 7.5

3. That the self assessment and subsequent actions have been reported to the Cabinet Member for Communities and Involvement, Cabinet, Rotherham Partnership Board, the New Arrivals Working Party and the Performance and Scrutiny Overview Committee.
7. Proposals and Details

7.1 Background

Following the enlargement of the EU in 2004, the scale and pace of migration to the UK from EU accession countries\(^1\) has greatly increased. Local information shows that this increased pattern of migration has been mirrored in Rotherham. However, the impact of migration needs to be seen in context. The average number of international migrants per 1,000 population in Rotherham per year (2001 - 2006) is 5; in England the figure is 16.

Nonetheless, the numbers of people arriving from Eastern European accession states are significant although it is difficult to gain an accurate picture of migration to the Borough, especially since there is free movement of people to live and work within most of the European Union. Current available data is summarised below (section 7.2).

Rotherham Chamber of Commerce has reported that many companies and businesses around the region are relying on EU migrants to fill skill shortages, although exact numbers are unclear at this stage. Forecasts of employment and population in Rotherham for the years ahead suggest a growing need to attract more workers into the Borough from within the UK and from abroad to sustain the current level of economic growth.

Overall, migration offers many opportunities for Rotherham in terms of economic, social and cultural development. However it is also recognised that commitment and action is needed at a local level in order to manage the integration of new migrant communities successfully.

7.2 Current migrant population data for EU A8 Accession countries

There were 2790 National Insurance registrations in Rotherham between 2004 – 2007. Approximately 60% (1670) of these were for people from EU Accession countries. These were: Slovakia (660); Poland (650); Lithuania (220); Czech Republic (70) and Latvia (70). Although this provides some information about migration, National Insurance number registration data does not provide information about how long migrants intend to stay, changes of residence, nor record de-registrations, so it is not a reliable source of data for estimating migrants currently resident.

The Worker Registration Scheme was introduced specifically to regulate access to the labour market and restrict access to benefits for people from the A8 accession countries that joined the EU in 2004. Data is produced for first job and provides useful information about migrants arriving to the area, but it does not record job changes or whether people stay or leave the area. In addition, an A8 migrant who does not intend to work has the right to live in the country, but will not count in this data.

Data from the Worker Registration Scheme shows that from April 2006 to March 2007 there were 680 initial registrations for people from EU Accession countries in Rotherham. These were from Poland (365); Slovakia (220); Lithuania (50); Latvia (25); Czech Republic (15) and Hungary (5). Of these 275 were females and 405 males. Most workers were between the ages of 18 and 34. They had 170 dependants with them: 90 of these were under age 17 and 80 were over age 17 (although it is likely that there is some double counting of dependants in the sense that some of those recorded as dependants -particularly older children and spouses - may also have registered in their own right to work in the UK). By far the top two

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\(^1\) A8 (1 May 2004) EU accession countries are Czech Republic, Estonia, Hungary, Latvia, Lithuania, Poland, Slovakia and Slovenia. A2 (1 Jan 2007) EU accession countries are Bulgaria and Romania.
industry sectors for which initial registrations were made, were the Administration, business and managerial sector and Manufacturing sector. Most frequent occupations are factory worker, food processing operative, packer, warehouse worker and ‘other’ categories.

There is evidence locally to show that people from the Czech Republic and Slovakia in Rotherham are frequently of Roma heritage. Representatives of a self-help group working from the Unity Centre have engaged with 213 Roma people in Rotherham who originated from the Czech Republic and Slovakia. Anecdotal evidence from community soundings indicates that the figures are much higher, possibly at about 700-900 adults and children. Children and Young People’s Services has also reported an emerging community of Czech and Slovakian Roma families in Rotherham East and Boston Castle wards and have recorded 230 Czech and Slovakian Roma children.

The long history of discrimination and oppression of Roma people impacts today on this community. People may have experienced racial difficulties in their home countries which may affect how the community settles into Rotherham. Also Roma families are settling into neighbourhoods which already experience high levels of deprivation. It is vital that partner agencies provide responses and services that are appropriate and sensitive to the needs of both new and existing communities.

7.3 Self assessment and developing good practice

I&DeA, in conjunction with Communities and Local Government and the Institute of Community Cohesion, have recently published a good practice guide for Local Authorities on new European migration. This recommended a series of self assessment questions for Local Authorities to use as a tool to develop and promote good practice on migration (see Appendix 1).

The self assessment questions were incorporated into a “mapping matrix” in order to carry out an initial assessment of the current position in Rotherham Borough and identify potential gaps and areas for development. The matrix was completed by all RMBC Directorates and 2010 Rotherham Ltd. Responses are summarised at Appendix 2.

7.4 Initial findings from self assessment within RMBC Directorates

7.4.1 Current strengths - Early findings show that programmes and activities are already in place to identify and respond to the needs of new migrant communities and manage their integration into Rotherham Borough. Sound structures exist for delivering vision and leadership throughout the Council at Member and Officer level. A similar response is beginning to emerge across wider partnership arrangements through Rotherham Partnership and its associated Theme Boards, with managing demographic changes to the borough being considered as one of the outcomes of the refreshed Community Strategy.

There is strong leadership from Members and senior managers, which has led to the establishment of the New Arrivals Working Party. Rotherham Partnership Board has agreed to support a partnership approach to responding to the issues raised by new migration. There is a strong Community Cohesion Partnership chaired by Cllr Mahroof Hussain, Cabinet Member for Communities and Involvement.

Specific initiatives have been put in place to meet the needs of migrant workers and their families. Examples are:

*Chief Executive’s Directorate:*
• The Council has supported the Unity Centre and Rotherham Citizen’s Advice Bureau to work directly with migrant communities.
• Proactive press and publicity has started that provides an accurate portrayal of the contribution of migrants to local social and economic well-being and inaccurate negative media coverage has been challenged.

Children and Young Peoples Service:
• The Welcome Centre is engaging with migrant children and families and is providing support to a number of schools with newly arrived Eastern European migrant families.
• Schools are welcoming to the new community and are facilitating attendance at school, for example: walking bus; community officers facilitating attendance through picking pupils up from home; social events and displays sharing Eastern European heritages in some high incidence schools.
• Early years, Childcare and Extended Services are providing support for Black and Minority Ethnic Families (BME) families, including Eastern European parents, through a project to increase take-up of childcare, early education and tax credits through the Department for Children, Schools and Families.
• ESOL (English language) classes are available locally for EU migrants.

Neighbourhoods and Adult Services
• New Arrivals Working Group established
• Housing advice is offered at the Unity Centre drop-in on a regular basis.
• Work is to be commissioned in partnership with Eastwood and Springwell Gardens Neighbourhood Management Pathfinder in the Eastwood Village area, to map the different ethnic communities living in the area and analyse accommodation, housing circumstances, housing and social needs and cohesion issues.
• Adult Services have developed workstyle strategies within all areas to encourage a more diverse workforce.

Environment and Development Services
• Have links with employer networks (through the Work and Skills Board and Work and Skills Provider Group) and have begun to gather some information from employers. They are currently looking at setting up a Migrant Worker sub group if the need is demonstrated.
• Rotherham Diversity Festival 2007 showcased music and dance from Rotherham’s newly emerging Roma community.

7.4.2 Areas for Development - There is still much work to be done and the results of the self assessment show that challenges remain in respect of:

a. Delivering vision and leadership and understanding population change:
• Ongoing needs assessment is required to inform current and future service development – including identifying where new migrant communities are living and working and understanding why new communities are choosing to settle in Rotherham.
• A coordinated approach with Partners is required to gather and share information from multiple local sources, such as employers, employment agencies, private sector landlords, Councillors, partner agency front-line staff and voluntary and community sector groups.
• A coordinated approach with Partners is required to develop a vision, strategy and services that respond to the needs of changing communities and share good practice.
• Developing an integration strategy and welcome pack (with information and advice on the local area and services) for new migrants (similar to the new Lives Strategy for Asylum Seekers and Refugees)
• Training needs of service delivery staff on needs and entitlements of new migrants
• Except where targeted initiatives are in place, costs related to the impact of migration are largely hidden as they are absorbed within existing budgets. Further analysis to quantify these hidden costs is needed to facilitate future planning.
b. Community Cohesion
- A communication strategy is required that includes actions to provide information to existing communities about migration into the local area; understand the potential impact of migration on settled communities and their possible concerns; counter unfair negative stories; and promote balanced reporting of enforcement action involving new migrant communities.
- Capacity building to develop networks for engaging new communities and community representatives, and to develop their trust and confidence in partner agencies.
- Co-ordinated partnership approach to identifying tensions at an early stage to allow preventative action.
- Opportunities to promote positive contact between existing and newly emerging communities aimed at fostering good community relations.
- Language barriers – translation and information services to meet basic needs of migrant communities and to support complex advice needs; communicating in emergencies; insufficient provision of ESOL (English language teaching) to meet increased demand.


c. Education and schools
- Potential pressures on schools include translation and language support, understanding cultural differences, mobility of families and uncertainty about their longer term plans (i.e. some families appear to be following seasonal work), impact on school performance and attendance.
- A budget issues paper is being prepared to support additional funding to the Welcome Centre to meet the needs of the new community emerging in the St Anns area.
- Employment trends for new families to be considered in future planning for school places.

d. Housing
- Reports of migrants living in overcrowded properties in a poor state of repair, sometimes with a high fire risk or other health and safety problems – this mirrors the wider national picture.
- Potential issues of nuisance emanating from private landlord properties.
- Need for better information on housing needs to plan services.
- Demand on social housing has as yet been low, in line with national trends, but could increase as the community becomes more settled.
- Risk of homelessness, destitution and exploitation - support services are limited by nationally determined criteria.

e. Employment and Skills
- Strengthen links with employers and employment agencies in the local area to help the local authority and partners build a picture of current and future migration trends.
- Encourage employers’ involvement in helping migrants settle into the local community and promoting integration (including developing English language skills) and community cohesion.

f. Community Safety
- National research shows that Migrants are more likely to be victims of crime than perpetrators.
- Need to develop intelligence and reporting mechanisms to identify and deal with potential cases of exploitation and to support the victims of such crimes.
- Continue robust approach in relation to hate crime.
- Preventative responses to potential risks for migrant communities, such as information on UK law, offences and safety issues such as fire safety.
g. Health and Social Care
- Further research on health needs is required.
- Reports from GP in Eastwood of pressures due to interpretation needs and expectations of 500-600 Slovakian patients who speak little or no English.
- There has not yet been a significant increase in referrals from the new migrant communities, but where involvement has taken place, the referral is more complex due to increased communication needs.

h. Child Protection
- Complexities of safeguarding children are exacerbated by mobility, language barriers and cross-cultural issues.

7.5 Next Steps

The following actions have been implemented:

a. The Community Engagement and Cohesion Manager, is leading and coordinating the Council’s response to new European migration issues, reporting to the Cabinet Member for Communities and Involvement, Cabinet, CMT, the New Arrivals Working Party, Rotherham Community Cohesion Partnership, Rotherham Partnership Board and the Proud Theme Board.

b. An officer project group comprising officers from Policy Team, Chief Executive’s Directorate, has been established to coordinate action. This is currently being expanded to include officers from relevant RMBC Directorates and partner agencies, for example Neighbourhoods (Housing), 2010 Rotherham Ltd and LSP Proud Theme Manager

c. A Member Development Seminar was held on 20 November 2007 to provide information to Members on new European migration into Rotherham, possible future trends and the opportunities and challenges that migration provides to the Borough.

d. A conference was held on 17 January 2008 for Partner agencies, voluntary and community sector organisations. The purpose was to share information and good practice, and begin development of a coordinated approach to respond to current and future demographic changes caused by migration. Discussions are now taking place with officers involved in facilitating the conference to develop proposals for an action plan that will be implemented under the auspices of Rotherham Partnership. Proposed actions are likely to include:
  - All partners to complete I&DeA self assessment matrix
  - Improve information sharing, so that key services have access to information on changing communities, to facilitate planning.
  - Further analysis of impact on services, budgets and performance targets.
  - Explore role of voluntary and community sector, for example the Unity Centre, in providing for induction information to migrant communities, including advice and access to services – linked to the development of a ‘Welcome Pack’.
  - Community outreach work
  - Capacity building for community networks to build mechanisms for representation and community engagement with new migrant communities.
  - Community cohesion work, including a communication/media strategy
  - Further action to meet education needs.
  - Review of interpretation, translation and ESOL provision.
• Further action to deal with housing needs and overcrowding, coordinated with linked services/partners.
• Community safety – preventative responses.
• Consideration of health and social care needs.
• Training for front-line staff.
• Engaging employers in partnership working.

8. Finance

Resources are currently being realigned within services, where necessary, to tackle the challenges above. Any future increasing demand on services will require more accurate financial planning and further research is recommended to identify any hidden costs that are currently absorbed within mainstream services.

The Institute of Community Cohesion (iCoCo) have recently carried out research into the scale and impacts of migration at the local level for the Local Government Association (LGA). They have made recommendations relating to recognising the impact of migration within funding. One possibility they have suggested, is to include an allowance for migration in grant formulae, which could be likened to the current judgemental allowance for population ‘sparsity’. This, they state, could go some way to meet the extra costs experienced by those areas which are consistently the focus of migration. Another approach they have suggested, which they state would be more sensitive to short-term changes, would be to allow bidding against a mobility fund where major and rapid shifts in population could be demonstrated. The reason for this would be to counterbalance, to some extent, the distorting effects of basing three year grant funding on 2004 population estimates.

9. Risks and Uncertainties

Migration into Rotherham offers many opportunities for the Borough in terms of economic, social and cultural development. However these benefits may not be realised without commitment and co-ordinated action at a local level to manage the integration of new migrant communities successfully. Failure to identify new migrant communities moving into Rotherham, carry out an assessment of their needs and potential impacts on local settled communities, coordinate service provision and resources and manage the integration of new migrants into local communities could result in community tensions and inadequate service provision and resource allocation.

10. Policy and Performance Agenda Implications

Developing a vision for the part migration plays in the Borough is crucial for the economic, social and cultural development of the Borough and to achieving the vision for Rotherham as set out in Rotherham Community Strategy. The Council’s 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 taking is highly relevant to many aspects of Comprehensive Area Assessment (CAA). It is also directly relevant to the Council’s legal race equality duties and to the fulfilment of other performance standards, for example, under Ofsted.

11. Background Papers and Consultation

Progress reports on issues arising from new migration are being made on regular occasions to CMT, Cabinet Member for Communities and Involvement, Cabinet, New Arrivals Working Party, Rotherham Partnership Chief Officer Group, Rotherham Partnership Board.
Information towards the mapping matrix was gathered from all Council Directorates and 2010 Rotherham Limited – the results of this are summarised at appendix 2.

A conference was held for partner agencies on 17 January 2008, which was attended by 70 people. Facilitated workshops were held to validate the self assessment and gather ideas to address issues relating to employment and skills; community cohesion; community safety; housing; education and schools; and health and social care.


12. Contact Name:

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Waheed Akhtar, Principal Officer (Community Cohesion), Chief Executive’s Directorate, Ext 2795, Email: waheed.akhtar@rotherham.gov.uk

Report Author
Carol Adamson, Equalities & Diversity Officer, Chief Executive’s Directorate, Ext 2772, Email: carol.adamson@rotherham.gov.uk
New European Migration: I&DeA Good practice guide for Local Authorities

I&DeA, in conjunction with Communities and Local Government and the Institute of Community Cohesion, have recently published a good practice guide for Local Authorities on new European migration. This recommended a series of self assessment questions for Local Authorities to use as a tool to develop and promote good practice on migration. The guide and self assessment questions are aimed at promoting the development of good practice in the following areas:

a. Delivering vision and leadership
To develop, deliver and communicate the vision of the part migration plays in the local area. The vision should include economic, social and cultural elements and recognise challenges and opportunities. The strategy on migration will influence the development of service delivery.

b. Understanding local population change
Build a picture of population change to inform strategies and resource allocation, including understanding the potential impact on the settled community and their possible concerns.

c. Effective coordination and partnership working
Provide leadership and responses that coordinate the resources of local public agencies, voluntary and community organisations, employers and other bodies.

d. Delivering a positive communications strategy
Taking a proactive approach to challenge myths and misinformation, improving transparency of how public money is spent and ensuring balance.

e. Working with employers
The use of migrant labour by employers can have a significant ‘place shaping’ effect. Local authorities should encourage local employers to co-operate and possibly join with strategies to respond to the impact of migration and where necessary, raise employment standards through enforcement.

f. Promoting Community Cohesion
Adopt proactive strategies to promote community cohesion and minimise potential tension.

g. Removing barriers to interaction
Take action to overcome practical and attitudinal barriers to positive interaction between migrant communities and existing residents such as English language ability and opportunities to mix.

h. Raising standards for the benefit of everyone
Tackling poor standards in employment, housing, environmental health and other areas.

i. Modifying services to match changing needs
Recognise and respond to the practical needs of new and consider longer-term implications for local services.
j. Employment
Understand the impact and future direction of local labour markets for economic development and to understand the impact on regeneration, training, housing and other local infrastructure needs.

k. Housing
Housing partners to take a more proactive approach to planning accommodation requirements with local employers as partners and exercise vigilance and proactive inspection to deal with problems.

l. Community Safety
Build links between existing residents and new migrants to address shared concerns and monitor and respond quickly to signs of tension.

m. Education
Plan to deal with the impact of new migration on schools and enable children and young people to make a positive contribution to their community and develop positive relationships, through the curriculum, language support and school place and community planning.

n. Adult Social Care
The Council’s role as responsible employers and commissioners of services when employing migrant workers in social care.

o. Homelessness
Work with partners to prevent crisis that may lead to homelessness by establishing close relationships with local employers and voluntary sector networks to anticipate ‘trigger’ events such as redundancy.
## Appendix 2 - NEW EUROPEAN MIGRATION – SUMMARY MAPPING MATRIX

### Summary of information gathered from Council Directorates and Services

<table>
<thead>
<tr>
<th>I&amp;DeA recommended good practice</th>
<th>Current RMBC position and good practice</th>
<th>Potential gaps and areas for development</th>
<th>Risks</th>
<th>Lead Officer/Directorate/Partner Organisation</th>
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<tr>
<td>1. Delivering Vision and Leadership</td>
<td>Proud and Fairness vision themes set out the Borough’s aspirations for all Rotherham people and communities. The refreshed Community Strategy (from May 2008) will include commentary on migration and specific measures and targets in the LAA. The Deputy Leader has tasked officers to address the issues of migration strategically. A strong Community Cohesion Partnership exists, chaired by Cllr Mahroof Hussain, Cabinet Member for Communities and Involvement.</td>
<td>The current vision for Rotherham does not explicitly address the part that migration plays in the Borough. Partners have not yet been able to conduct a comprehensive needs analysis of new migrant communities in Rotherham and the impact of migration. Capacity building and support is needed for new community leaders to develop trust and confidence with partners and to facilitate their membership in the Community Cohesion Partnership.</td>
<td>Failure to incorporate migration issues into the vision and strategy could result in inadequate responses/resource allocation. Lack of a comprehensive needs analysis means that Partners cannot identify and address fully the local economic and social needs. Lack of capacity building to engage new community leaders in cohesion work could mean early intelligence may not be gathered about potential or emerging tensions.</td>
<td>LSP: Vince Roberts&lt;br&gt;RMBC CXD: Julie Slatter, Zafar Saleem</td>
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<td>2. Understanding local population change</td>
<td>NI data is used to profile migrants Information and data about local new migrant communities is gathered and held by partner agencies and voluntary and community sector groups. A co-ordinated approach to gathering and sharing information is beginning, although this is still at an early stage and agreements and protocols have not yet been developed with partners.</td>
<td>A systematic approach is needed to gather and combine information from multiple local sources, such as employers, employment agencies, private sector landlords, Councillors, partner agency front-line staff, and voluntary and community sector groups. Communication is not yet taking place with settled communities to provide information about new migration and to understand impacts and address concerns.</td>
<td>Not know where new migrant communities are living. Needs and impacts faced by settled communities and new migrant communities are not identified and addressed. Host community ill informed and relying on popular misconceptions.</td>
<td>RMBC CXD: Julie Slatter, NAS - Area Assemblies?</td>
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<td>3. Effective Co-ordination and Partnership Working</td>
<td>An RMBC officer working group and a partner wide group (through the LSP) has been established to coordinate issues arising from migration and to share information and good practice. The Council has supported the Unity Centre and Rotherham CAB to work</td>
<td>The links between the two groups and all service providers to be improved so that issues and trends can be analysed and responded to strategically by the LSP. Greater links between the Council/LSP, employment agencies, and migrant workers need to be made.</td>
<td>Too much focus on additional costs and problematic impacts of migration can lead to resentment and hostility within the host community, and alienate new and emerging communities. Lack of direct contact with</td>
<td>LSP: Vince Roberts&lt;br&gt;RMBC CXD: Matt Gladstone, Zafar Saleem</td>
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<td>directly with migrant workers.</td>
<td>Services targeted to new migrant communities to be mainstreamed and flexible, to enable them to respond to changing future needs and migration patterns.</td>
<td>employment agencies means issues are managed on a reactive rather than proactive basis. Mainstream service provision is not sufficiently flexible and thus targeted services continue longer than necessary, possibly increasing costs</td>
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<td>Engagement with children and families has started through the Welcome Centre.</td>
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<td>Members and officers have sought to seek a balance between managing migration positively and the use of enforcement powers when necessary</td>
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<td>4. Delivering a positive communication strategy</td>
<td>Communications Unit provide briefings for Members and Senior Managers in response to enquiries and questions raised at full council.</td>
<td>No internal communications activity so far. There is a gap in partner organisations knowledge of why migrants have come specifically to Rotherham Borough. Proactive media strategy is needed for new and emerging communities, with all Members and key officers briefed on statistics, impact on services, positive contribution, and how we are responding to tension etc. A plan to counter negative stories routinely and to deal with the letters page to be agreed, including proactive letters from Members and Officers. Joint approach with VCS (Unity Centre, RCAB, and REMA) and Partners (LSP and SYP) adopted Media Strategy includes highlighting how migrant workers are often the victims of exploitation, particularly in instances of high profile enforcement action. New Communications and Marketing Strategy is subject to Equality Impact Assessment which addresses equality and diversity issues including demographic changes.</td>
<td>Lack of proactive communications strategies could lead to uncoordinated responses and media coverage which is driven by the press.</td>
<td>RMBC, CXD: Tracey Holmes</td>
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<td>Communications Unit have recently responded to press enquiries and have actions in place to tackle presenting problems. Proactive press and publicity has started, that provides an accurate portrayal of the contribution of migrants to local social and economic well-being and negative media coverage has been challenged. Action is being taken to improve and strengthen the Council’s relationship with the local press.</td>
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<td>5. Working with Employers/ Labour Markets/ Employment</td>
<td>Employers are involved in strategic partnership work through the Work and Skills Board which meets monthly. Other networks include the Work and Skills Provider Group. Informal discussions with employers and agencies have begun to identify employers using migrant labour and discuss ways employers can help the local authority build a clearer picture of migration. RiDO works closely with Job Centres to support all employees.</td>
<td>Need to maintain employer involvement and extend to sectors not currently involved. Currently, there is no method of mapping or tracking the migrant workforce — A mechanism is needed to do this, for example, a consultation exercise could be organised through the Work and Skills Board leading to the establishment of a steering group/link with future LEGI bid. Investigate joint work with Jobcentres to address issues for migrant workers.</td>
<td>Discussions with employers indicates they do not feel the need to be involved in the wider implications of migrant labour. Migrants are arriving unsupported. There has been some press coverage that migrants have had packages of support ‘imposed’.</td>
<td>RMBC, EDS: Kathryn McHugh, Simeon Leach</td>
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<td>6. Promoting Community Cohesion / Community Safety</td>
<td>A strong Community Cohesion Partnership exists, chaired by Cllr Mahroof Hussain, Cabinet Member for Communities and Involvement. Conduit of intelligence through SNT/NAG, close linkages with Members, and all agencies involved. Agencies in position to respond quickly to deal with issues Stance established through SRP to produce robust approach and procedure in relation to hate crime. A drop in session every Friday is taking place at the Unity centre and a small scale needs analysis has taken place. Two interpreters have been identified and links are forming with the community via the Manager of the Unity Centre, Clifton Partnership, Rotherham Citizens Advice Bureau, and the Welcome Centre.</td>
<td>A comprehensive tension monitoring system is needed that sources local data via community contacts, SNTs, schools, etc. that feeds into local police tasking, the Community Cohesion Partnership, and Safer Rotherham Partnership for action and monitoring. Intelligence and reporting of information needs strengthening at ground level so that it is fully auditable. Intelligence and reporting mechanisms need to be strengthened to bring to justice criminal elements that may be exploiting migrant workers and to support the victims of such crime. Capacity building is needed to facilitate community leaders to emerge and establish a positive working relationship with key officers and Members within the council. Resources considered to appoint a 3- year, full time outreach/community development</td>
<td>Community tension and conflict if there is a perception of unfairness by sections of the community. This could be exacerbated if myths perpetuate. Partners unaware of local tensions and thus having to react to conflict and tension by which time community relations could have been seriously damaged. Some residents want the council to take a “harder line” on the migrants especially those of Roma origin. This however is a very sensitive area and getting a balanced approach is the ultimate aim. Individuals or communities not willing to engage if exploitation is not dealt with. Dealing with exploitation requires</td>
<td>RMBC, CXD and NAS: Zafar Saleem, Matt Gladstone Mark Ford</td>
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<td>7. Removing Barriers to Interaction</td>
<td>Myth busting literature is available Education and awareness campaigns have been started by SNTs, waste management, the Welcome Centre, and Unity Centre,</td>
<td>worker. To develop programmes to promote positive contact between existing and newly emerging communities aimed at fostering good community relations</td>
<td>trust from the community to provide the intelligence. No resources are found for the self-help community group to develop.</td>
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<tr>
<td>8. Raising standards for the benefit of everyone</td>
<td>ESOL classes available locally for EU migrants. Celebration events are beginning to take place that are inclusive of new migrant communities, for example Rotherham Diversity Festival 2007</td>
<td>Lack of partnership working with education, college and community education partners to identify local need and solutions for ESOL. Classes could cover advice / employment and housing issues Develop an integration strategy for new migrants (similar to Rotherham New Lives for Asylum Seekers and refugees).</td>
<td>Lack of integration between new migrant communities and existing communities Uncoordinated Services</td>
<td>RMBC - Community Learning and CXD?</td>
</tr>
<tr>
<td>9. Modifying services to match changing needs</td>
<td>CAB revising and updating strategies for delivering advice and information to migrant workers about their rights and responsibilities. CYPS have been involved in looking at the implications for migrant workers who are victims of exploitative conditions and whose welfare will be affected by the enforcement action.</td>
<td>Development of a robust advice service, for example consider a free phone telephone service. Consider development of a multi agency group of inspection bodies to tackle exploitation and consider joined up enforcement action, for example, HM Revenue and Customs (for minimum wage) Fire and Rescue Service, Employment Agency Standards Inspectorate</td>
<td>Migrant workers at risk from exploitation/eviction</td>
<td>Lewis Coates Janet Scott? CXD?</td>
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<td>Community profiles and needs analysis is required to inform service planning and delivery and to draw down additional funding. Develop community group for migrant workers Develop a programme / pack for new arrivals Members of staff in each customer service office to be up to date on the entitlements of EAA migrants</td>
<td>Uncoordinated services / inefficient use of local resources Customers unable to access housing and benefits they are entitled to. No funds to pump prime projects</td>
<td>Lead Officer(s) Andrew Crowley, Tom Kelly, Vicki Carr, Simeon Leach, Kate Plant</td>
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<td>Centre drop-in on a regular basis.</td>
<td>A number of landlords forums established e.g. Canklow and Dinnington, which raise awareness of responsibilities. A Private Sector Landlord Accreditation scheme has been launched. Enforcement Health Officers deal with any cases of overcrowding/housing decency issues that are brought to their attention. A Strategic Housing Market Assessment has been completed. This includes affordability and overcrowding and BME housing needs; although it does not specifically focus on the needs of migrant workers. Work to be commissioned in partnership with Eastwood and Springwell Gardens Neighbourhood Management Pathfinder in the Eastwood Village area, to understand the demographic make up of the community. Investigating the use of additional and selective licensing for regulating HMOs in areas of concern.</td>
<td>Potential issues relating to overcrowding, safety and nuisance emanating from private landlord properties. To promote high level of participation of landlords in quality landlord scheme. Environmental Health Officers undertake a proactive inspection programme based on risk. Need for up to date information on numbers of and housing needs of migrant worker community Consider proactive service— providing information to tenants.</td>
<td>Impact on community cohesion where potential problems are not addressed. Lack of understanding of housing needs of migrant worker communities leading to inability to plan services to meet housing and other needs. Tenants at risk from exploitation/eviction. Risk of increased levels of homelessness. Lack of resources required to enforce new powers for regulating HMOs.</td>
<td>RMBC, NAS</td>
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**10. Housing**

- **Housing Strategy**
- **Inspection and Awareness**

**11(a) Education –The Curriculum**

- Schools community cohesion groups
- GARP project.
- Citizenship- co-ordinator training.
- Training for PHSE team re EAL toolkit and New Arrivals planned.
- Presentation to Heads re duty to
- GARP project to impact on curriculum delivery and roll out to more schools
- PHSE Citizenship curriculum is adapted to take into account changing population profile etc.

<p>| Declining standards. Increase in social and behavioural problems. Loss of confidence by schools in LA |</p>
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<td>promote community cohesion.</td>
<td>The Welcome Centre has provided outreach support to a number of schools with newly arrived eastern European migrant families, including employing language speakers in the new community languages who have been able to provide direct support to pupils in low incidence schools. Y11 new entrants have had collaborative arrangements made with FE sector to provide more personalised curriculum officer. Welcome Centre has worked in collaboration with schools to ensure transition arrangements for new entrants. We have raised with the Annual Performance Assessment Team (Ofsted) the impact of new migration on school performance and on attendance. Similarly, our recent stock take event with Y &amp; H Local Government Office focussed partly on the impact on schools with persistent absenteeism. A budget issues paper has been prepared to support additional funding to the Welcome Centre. This is to provide sustainable support to meet the needs of the new community emerging in the St. Ann’s area of the Borough</td>
<td>Need for all schools in Rotherham to be confident about meeting the needs of children for whom English is another language. Schools to be aware of cultural/ economic issues impacting on attendance and future achievement. Costs of economic migration are assumed to be cost neutral. Increased demand cannot be met by simply realigning current resource</td>
<td>Schools at risk of not meeting academic and attendance targets. Pupils at increased risk of disaffection from education and non attendance/ lower achievement.</td>
<td>RMBC, CYPS (Welcome Centre; Community &amp; Adult Learning – ESOL; School attendance – immersion)</td>
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<td>11(b) Education – Language</td>
<td>School places are monitored. Placement is in line with parental preference and school admission policy - Increased preference being requested by parents representing greater integration across Rotherham</td>
<td>Better planning based on employment trends for new families. Difficulties in establishing migrant labour trends due to mobility (i.e. length of stay in Rotherham of some families who appear to be following seasonal work.</td>
<td>New Families remain in uncertain employment. Talents of new entrants under estimated. Future employment jeopardised</td>
<td>RMBC, CYPS (Admissions 14 – 19 Strategy)</td>
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<td>Communities</td>
<td>Schools welcoming to the new community and facilitating attendance at school. E.g. Walking bus; community officers facilitating attendance through picking pupils up from home. Social events and displays sharing Eastern European heritages in some high incidence schools. Early years, Childcare and Extended Services are providing support for Black and Minority Ethnic Families (BME) families, including Eastern European parents, through a project to increase take-up of childcare, early education and tax credits</td>
<td>Use of 14 – 19 strategy to raise aspirations of new entrants from current low opportunity jobs</td>
<td>by low achievement</td>
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12. Adult Social Care  
- Opportunities for interaction  
- Councils as responsible employers and commissioners  
- Homelessness  
Delivering Equality and Diversity training to all staff in the Directorate through e-learning and taught sessions  
Developed workstyle strategies within all areas to encourage a more diverse workforce  
Developed recruitment plans for employing staff who more accurately reflect the diverse communities within the Borough in our push to address the recruitment of ‘hard to fill’ posts e.g. Social Workers, Renewal Officers, Planning, Financial and Enforcement Officers  
Weekly advice sessions at the Unity Centre.  
The Homeless Prevention and Support  
Support for migrant workers to promote self sufficiency, such as finding accommodation is limited by national determined criteria. Ideally, referral would be made to an agency which provides migrant workers with a range of advice and support.  
Migrant workers at risk of exploitation/homelessness due to lack of knowledge of rights and responsibilities  
No provision for voluntary repatriation for people without children where, for instance, destitute A8 or A2 nationals are unable to support themselves | Migrant Workers at risk of exploitation/homelessness due to lack of knowledge of rights and responsibilities | RMBC, NAS |
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<td>team refer individuals to CAB for advice and to appropriate agencies. Children and Young People Services have managed voluntary repatriation where, for instance, destitute A8 or A2 nationals are unable to support themselves, and have arranged for a family's return.</td>
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