

Controlling Migration Fund

BOLSOVER PARTNERSHIP
- BUILDING RESILIENCE PROGRAMME



REPORTING PERIOD: October 2017 – March 2018

Understanding the issues

In recent years there has been a significant influx of Eastern Europeans to the NG20 area. Although Poland is the major source of migration in the area, there are also other nationals that have moved to the area: Lithuanians, Latvians, Bulgarians, and Romanians. During the last six months there has been an increase in numbers of Romanians coming to live in Shirebrook. This observation conveys the national trend seen in last years and proved by statistics (increase in a percentage of Romanians in the foreign-born population/Source: EUROSTAT, March 2018).

There are different reasons behind migration. However the main one for Eastern Europeans is related to employment. People come here to work, to find work or to join (working) family members. There is a significant financial benefit and more opportunity to save. The main pattern has not changed through last six months – sports retailer Sports Direct as an employer is a main reason for most migrants to choose Shirebrook to settle down.

Some migrants plan to stay in Shirebrook for just a few years or months and do not see their future permanently here in the UK. Amongst them are people who come for seasonal work and those around pension age who want to increase their pensions. Other migrants come in order to settle permanently in the UK as there are higher standards of living, better earnings and a more generous social security system than in their home countries.

There is a permanent rotation within the migrant population in NG20 area. People are coming to live in an area due to the work opportunities in Sports Direct. Often it is their first job in the UK. After the while, when they feel more confident with the new circumstances and mainly language they move to bigger places (Mansfield, Chesterfield, Sheffield) to find new, better paid job.

The recent pattern of migration has presented real challenges for integration and community cohesion in Shirebrook and the surrounding NG20 postcode area. The following issues have been identified:

- Language barriers;
- Houses of Multiple Occupation (HMOs);
- Modern slavery/human trafficking;
- Homelessness;
- Double appointments at the GP surgery;
- Long queues at the Contact Centre and GP surgery;
- Anti-social behaviour (ASB);
- Hate crimes;
- Lack of integration within communities;

Steve Cathcart, Police Community Support Officer for Shirebrook, talks about Shirebrook Model Village: *'Two years ago there were Union Jack national flags flying on street corners to express the differences. This year different communities will together host a bonfire night'*.

Although improvements in community cohesion can be seen, in last six months there have been indications of a fear of return of hate crimes. In late February two Polish nationals (17 and 22 years old boys) were attacked by the large group of British youngsters and they suffered serious injuries. The Police took relevant action, but clearly shows that divisions between communities still exist.

The 'Building Resilience Programme' is an ongoing opportunity for Shirebrook and the wider NG20 area to build upon the efforts of the NG20 Partnership and the outcomes of the Community Cohesion Project.

Project Management

In accordance with the agreed milestones a Project Team has been recruited, consisting of Strategic Project Manager, Project Development Officer (employed previously by Bolsover District Council as a Community Cohesion Officer for Shirebrook) and Project Community Development Worker (who commenced in post November 2017).

The project has an Operational Group which is organised on a monthly basis. It is chaired by the Strategic Project Manager and involves all strand leads and has proved to be a useful approach in terms of exchanging information/intelligence between strand leads (Private Sector Housing linked with Streetscene about recycling), tackling the problems (support of Safer Neighbourhood Team for the Surgery, sharing the office space), consulting the best actions (landscape scheme provider suspended buying equipment due to ongoing designing process) and bringing new ideas.

A framework to measure the impact of activities has been developed by working with Consultants who have been appointed to evaluate the programme. The approach being utilised to monitor progress is a Social Return on Investment model (by using the HACT Social Impact tool for cost-benefit analysis where monetary values for each of the strands within the project's social impact are identified).

An online platform had been created to promote the Project's activities via the 'Bolsover Partnership' website www.lsp.bolsover.gov.uk.

In February 2018 a meeting with representatives from Ministry of Housing Communities & Local Government (former Department for Communities and Local Government) was hosted in Shirebrook to discuss progress. In addition, a meeting with Mahara Haque, a Rotherham Borough Council co-ordinator of 'Stronger Communities' Project (funded by MHCLG) took place to share experience and good practice.

Project Delivery Progress

The Programme covers interventions organised into seven strands. The key approach is a multi-agency cooperation, executed by multiple complementary projects. Below is an update on each strands' goals and progress to March 2018.

Planned:

- Additional English language capacity to improve educational outcomes and to improve youth activities to foster cohesion.

Actual:

- 60 hours of English lessons delivered to 40 adult Polish speakers;
- Polish speaking teaching assistant engaged in in-class support, small group interventions and extra maths sessions for Y11 students;
- Thriving communities project
- Project with local church to provide art work for renovation of chapel in Shirebrook Cemetery;
- 2 Y9 students piloting a programme called Bounce (an online club that helps young people create and carry out community action projects in their community)
- Anti-bullying ambassadors visiting feeder primary schools.
- Volunteer it yourself project 1 – Cricket club renovation completed in November; Volunteer it yourself Project 2 – Planters in the market place in March 2018.

Case study 1: English as an Additional Language

Monika is a Polish woman who arrived in England 5 years ago and is working at Sports Direct in Shirebrook. In her work environment, Monika only speaks Polish as many of her colleagues are Polish too. Monika hasn't been to an English lesson since she left school, 15 years ago.

She started English lessons at Shirebrook Academy in October 2017 and has been identified as an intermediate level English learner. She attends two lessons each week: on Tuesdays where she practises her English grammar as well as her English writing, and on Thursdays where she learns and practises English vocabulary and speaking and listening comprehension. Her main motivation to attend these sessions is to be able to communicate in English in everyday life and to be more confident in speaking the language.

In the Intermediate group that Monika attended, all learners expressed their desire to learn everyday life situations in their speaking /listening comprehension session on Thursdays where they covered a range of topics such as phone conversations, making a doctor appointment through the phone, going to the post office, opening a bank account, getting to know the neighbours etc. Monika has had the opportunity to practise her speaking through role plays.

A feedback and a suggestions box is available every week for learners to ask for a topic they wish to receive support with. Monika – who regularly attends both weekly sessions - said she *“enjoys her lessons and that she needs the grammar and the vocabulary to be able to communicate”*.

Planned:

- Volunteering opportunities and development capacity to enable local groups to integrate.

Actual:

- Four community based events (Christmas Carols, Santa Claus Day, Fat Thursday, Easter Celebration). Events had been organised under the common theme: ‘Learn the difference’. Events are based on traditions which are integral to the culture of migrants.
- Four community engagement events had been arranged (Kick it out – tackling the discrimination, Oz-Box classes, International Ladies Club, Film on Friday).
- ‘Volunteering Programme’ had been launched:
 - A full asset audit of Shirebrook has been completed
 - Links made with the Shirebrook Thriving Communities hub to enhance partnership working
 - 6 volunteers engaged to date
- Community Groups supported in NG20 area:
 - Pear Tree Estate Group.
 - Model Village Residents Group.
 - Shirebrook Bowls Club.

Case study 2: OZ-BOX

Oz-Box is a concept designed to reduce anti-social behaviour and is a free Community Boxing and Fitness Scheme. Classes are free and take place weekly.

The new Oz-Box classes have been promoted in English & Polish and in the first month there was considerable interest from Shirebrook communities (both residents and migrants).

There has been an increase in the number of Polish attendees but a drop in the number of adult English attendees. Through interviews it was discovered that the classes are perceived as a ‘Polish classes’. Posters and leaflets (separate in each language) are being promoted, and liaison with Oz-Box coaches and local CAN Rangers is taking place is now taking place.

The poster features the 'Building Resilience Programme' logo, the 'OZ BOX' logo with boxing gloves, and the 'Shirebrook FORWARD' logo. It includes three photos of people boxing. The English text reads: 'OZ-BOX is back in Shirebrook! Building Resilience Programme is inviting everyone to join famous physical activity. No matter what your age*, gender or what language you speak – join us and develop yourself! *Minimum age 18. Offered between the ages of 16 and 19 by arrangement only.' The Polish text reads: 'OZ-BOX wraca do Shirebrook! Building Resilience Programme zaprasza wszystkich do udziału w popularnych zajęciach fizycznych. Nie ważne ile masz lat*, jakiej jesteś płci ani w jakim mówisz języku – dołącz do zajęć i pracuj nad sobą! *Minimum wiek 18. Oferowane między latami 16 a 19 po umówieniu.' Both versions specify: 'WHERE: Shirebrook Village Hall, Park Rd, NG20 8JP. WHEN: 5.30pm-6.30pm, every Tuesday from February 13th. COST: Free! OZ-BOX coaches will be supported by a Polish speaking volunteer.' The footer includes logos for 'Bolsover Shirebrook' and 'The Building Resilience Programme is funded by the Department for Communities and Local Government'.

Case study 3: International Ladies Club

The International Ladies Club had been created to provide a safe environment for women living locally in NG20 to be able to meet, share views, integrate, relax and support each other. The goals of the club are: to motivate women to improve their lifestyle, to encourage women to share their interest and hobbies, to open women to different cultures and points of view, to broaden women's experience and knowledge of multicultural environment they live in, to encourage entrepreneurial development and to support and better their mental and physical wellbeing.

Since the first meeting there has been approximately 20 people attending and great mix of cultural backgrounds. Ladies who are involved in the Club are Polish, English, Romanian, Czech, Slovakian, Hungarian, and Russian.

Members of the ILC are treated as 'community leaders' and support the Project through translating materials, and providing access to other members of their communities in terms of issues related to housing, social or police.

Market Square Enlivenment (B1)

Planned:

- Upgrade shop fronts and create an inviting social space

Actual:

- Collaboration with the University of Sheffield's Department for Urban Studies and Planning to create a 3D Virtual Reality model of the proposed improvements both for design and for community engagement/visioning exercises
- A Design Working Group consisting of Economic Development, Planning, Estates and the University of Sheffield has been set up to develop the design concept
- Early engagement activity has been carried out with four businesses to date
- A detailed condition survey is being procured to better understand the extent of the repairs needed and the likely costs
- As a result of the challenges the SLA was renegotiated and it was agreed that the outputs should be reduced from 50 shop fronts improved/painted to 25 shop fronts
- Support from Sports Direct to undertake improvements to the charities' shop fronts located on the market square

Migrant Community Access (C1)

Planned:

- Additional Contact Centre resource capacity and migrant community communication needs to meet demands and prevent issues escalating.

Actual:

- A Polish volunteer who had been assisting with translation at the Contact Centre drop in sessions has now been appointed to a temporary Customer Advisor post backfilling the 0.5 specialist advisor until March 2019;
- 59 drop in sessions delivered
- 1,386 face to face enquiries (136 above target)

Improve Access & Quality of Private Sector Housing (D1)

Planned:

- Resource to tackle immediate safety and environmental issues, take enforcement action and raise awareness of standards amongst migrant community.

Actual:

- Technical Support Officer had been appointed in late December 2017;
- Delays experienced with the recruitment of specialist Environmental Health Officers. It was hoped to use existing staff to undertake additional work in their own time.
- List of 1,000 properties to be inspected in NG20 area had been prepared.

Social Norms & UK Laws – Street Scene (E1)

Planned:

- Public realm improvements, nudge theory and enforcement action.

Actual:

- Planting scheme progress in Rainbow Park, Shirebrook:
 - New tree planting scheme complete at multiple locations throughout the park complete;
 - Community participation with the tree planting on Tuesday 5th December, very successful event that was enjoyed by everyone.



Social Norms & UK Laws – Vehicles (E2)

Planned:

- Vehicle checks, driving law awareness raising and migrant recruitment within the Police.

Actual:

- Another volunteer from the migrant community joined the Safer Neighbourhood Team in March 2018.
 - ANPR Cameras – one of the fixed sites was up and running in March and would be operational soon.
 - Researching and ordering road safety equipment took place to start the scheme in summer.
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Additional GP Resources (F1)

Planned:

- Resource to increase capacity and proactively register new patients, limiting emergencies and double-appointments.

Actual:

- In February 2018 a Polish receptionist was appointed, replacing the one that left the surgery in November the previous year
 - Clinical Pharmacist was appointed in February 2018
 - There has been a reduction in the number of double appointments due to the additional support able to be provided by the Polish receptionist with language interpretation.
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Healthy Workforce Programme (G1)

Planned:

- Major employer engaged with the Healthy Workforce Programme.

Actual:

- Links have been made with Alex Sheldon (Sports Direct Workplace Wellbeing Officer);
- A Wellbeing Zone has been set up at Sports Direct and body MoT's will commence at the beginning of May 2018.
- Links have been made with Stubbin Wood School and the Shirebrook Academy.
- Healthy Workforce Adviser was appointed in February 2018;

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