

New Scots: Integrating Refugees in Scotland's Communities

YEAR 2: IMPLEMENTATION

PROGRESS REPORT



“Recent years have seen a staggering escalation in global displacement, driven by persecution, multiple conflicts and crises such as Syria, South Sudan, Yemen and Afghanistan. Responding to the needs of the displaced, and providing durable solutions to their plight, including integration, are of critical importance. In this context, UNHCR strongly commends Scottish Government and its partners for their commitment and efforts to not only receive and welcome refugees but also to ensure a systematic and holistic integration experience. The New Scots strategy facilitates vital coordinated integration support for refugees, helping to address their needs and enabling them to make positive contributions to their host communities.”

Gonzalo Vargas Llosa, UNHCR Representative to the UK

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Forewords

ALISON STRANG

Queen Margaret University, Chair of the Core Group

2015 will surely be remembered as a year when unprecedented numbers of refugees have fled war torn countries to seek sanctuary across Europe. When, in September, the UK Government undertook to provide sanctuary for 20,000 Syrian refugees over the next five years, the response of Scottish national and local government and the third sector was united in seeking to play as full a part as possible in providing a home for those fleeing from war. At the same time, public rallies saw large numbers turning out to affirm that, 'Scotland Welcomes Refugees'.

The establishing of a Scottish Government led Refugee Taskforce galvanised strategic leaders from across the public and voluntary sectors to address the integration needs of refugees arriving in Scotland through the Syrian Resettlement Programme. Local authorities and other service providers have been sharing experiences from working with refugees in different contexts and the existing New Scots strategy has provided a frame of reference for establishing priorities.

Of course all this has presented an enormous challenge to all the stakeholders already committed to delivering the actions outlined in the New Scots strategy, most of whom have been the key people with experience and expertise to share. However, from very early on in the process, there has been recognition that there should not be discrimination between refugees who arrive through a resettlement route and those who claim asylum in the UK. The Refugee Taskforce and its subgroups have been working closely together with the New Scots strategy, and this holistic approach to addressing refugee integration across Scotland will continue in 2016.

There have been many encouraging developments across the sectors in the past year. The roll out of the ESOL (English for Speakers of Other Languages) Refresh Strategy provides the basis for consistency and sharing of good practice across the country. The Department for Work and Pensions has invested significant extra resources into improving access to welfare benefits for refugees arriving through the resettlement scheme and in the process is identifying and ironing out difficulties encountered by those granted asylum in Scotland. A range of initiatives has been undertaken to improve refugees' awareness and access to their rights to health services. Police Scotland has embarked on a National Community Engagement Strategy which is committed to addressing integration in Scotland's communities. The Scottish Refugee Council pilot programme to provide keyworkers for asylum seekers, along with the mapping of the asylum journey, is providing insights to inform policy and practice for the asylum process as well as the transition to refugee status.

Significant challenges remain, particularly in ensuring a smooth transition for refugees granted asylum in Scotland. For example the majority of new refugees in Glasgow still have to wait until they are homeless before beginning to receive housing services. Many experience delays or gaps in access to ESOL, older children struggle to access higher education and adults often find that there is no route to the recognition of their existing qualifications. As the data from the Holistic Integration Service has shown, employment rates for new refugees in their first year in Scotland are very low.

The New Scots strategy captures these, and many other priorities. Since its inception in 2013, it has provided clear objectives and actions pursued collaboratively by participating stakeholders to promote refugee integration in Scotland's communities. Once again, I would like to thank all those who have worked hard to improve things in many different ways. As we move into the third year of the strategy we welcome the broadening of scope to include communities across the whole of Scotland where refugees are settling whether by asylum dispersal or direct resettlement. We welcome the heightened recognition that integration is a not a minority issue, but a mainstream goal for our country. Our ambition this year is to speed up the pace of change, to see the current objectives met, to continue to enhance engagement, and to set an agenda for integration in Scotland's communities beyond 2017.

ALEX NEIL MSP

Cabinet Secretary for Social Justice, Communities and Pensioners' Rights

I would like to thank all partners involved in New Scots for their hard work during 2015, both on the implementation of the strategy and as part of Scotland's response to the refugee crisis. I would also like to thank the people of Scotland for their outpouring of generosity and willingness to help to support refugees both here and abroad.

Scotland is a caring and compassionate country. We welcome people seeking refuge from war and persecution, and we understand the importance of supporting them to rebuild their lives and integrate into our diverse communities. We also recognise the immense contribution that refugees have made – and continue to make – to our country, socially, economically and culturally.

We are proud to have received over 400 Syrian refugees into our communities since October 2015, and we are committed to taking a fair and proportionate share of the total number of Syrian refugees that come to the UK. We believe it is of the utmost importance that we meet our international obligations and live up to our responsibilities under the UN Refugee Convention.

The New Scots strategy has provided a clear framework and approach to integration, which ensured that Scotland was ready to welcome refugees fleeing war in Syria. It provided a strong platform, which enabled us to act quickly and effectively, once the Syrian Resettlement Programme was announced.

I hope that the arrival of refugees across Scotland will help to broaden the scope of the New Scots strategy, bringing new partners on board and extending into new areas of the country. I send my best wishes to all partners, as we continue to work towards integration of refugees and asylum seekers for the coming year.

Cllr HARRY McGUIGAN

COSLA Spokesperson for Community Wellbeing

2015 was a big year for Scottish local government in terms of refugee integration. When the UK Government announced that they would resettle twenty thousand people from refugee camps around Syria, councils from across Scotland stepped up to the challenge of providing places of safety in which lives could be rebuilt. By Christmas, 400 'New Scots' had been received by 16 councils, many of whom had never hosted refugees before. The efforts and enthusiasm of council staff, along with colleagues in health, police, local voluntary organisations and members of local communities has been outstanding.

There is no doubt in my mind that the New Scots strategy has provided a framework for much of the resettlement work across Scotland. It has certainly provided an important focus for the team within COSLA as they work to support councils to understand how their existing partnerships and expertise in supporting vulnerable people can be put into action to help refugees. The refugee integration work that has been undertaken in 2015 may have been different to what we had planned, but as the original action plans were drafted, no-one could have predicted how the landscape of refugee integration in Scotland would change in this past year.

COSLA look forward to working with Scottish Government, Scottish Refugee Council and other partners, old and new, in 2016, as we continue to work together under the banner of the New Scots strategy to improve the lives of refugees and asylum seekers across Scotland.

JOHN WILKES

Chief Executive, Scottish Refugee Council

Our 30th anniversary year as a charity coincided with the unprecedented global humanitarian crisis facing refugees.

Sadly, the scale of this crisis is not temporary and will require many years of international co-operation and support to resolve. Scotland has been at the vanguard of the refugee welcome movement, and this must continue for all refugees, regardless of whether they have arrived here through Syrian resettlement or are seeking asylum from countries across the globe. They all need our welcome, protection and solidarity.

We are pleased to have supported and advised the Scottish Government and Scottish local authorities in their arrangements to receive Syrian refugees resettled across Scotland. We have been at the centre of the wave of public response to the crisis, and have set up the Scotland Welcomes Refugees website on behalf of the Scottish Government Refugee Taskforce to inform and to harness the offers of support from individuals, communities and organisations across Scotland.

Due in part to the response to the crisis, some actions envisaged last year have not progressed as planned. Importantly however, the outcomes of the New Scots strategy have provided a vital focus and guide for how resettled refugees need to be supported to achieve their full potential that will benefit not just them, but their new community. We must never ever lose sight that all refugees arriving in Scotland, whether resettled or arriving under the asylum system, need our welcome, protection and solidarity. It is the woman, child and man that matter, not how they got here.

Introduction

Vision

The vision behind this strategy is for a Scotland where refugees are able to build a new life from the day they arrive in Scotland and to realise their full potential with the support of mainstream services; and where they become active members of our communities with strong social relationships.

Purpose

The purpose of this strategy is to co-ordinate the efforts of all organisations involved in supporting refugees and people seeking asylum in Scotland in order to make Scotland a welcoming place to people seeking protection from persecution and human rights abuses. The strategy also aims to make the most of the resources that are available for this task by promoting partnership approaches, joined-up working and early intervention where possible. The action plans within this strategy have been developed in partnership with all of the key agencies. They are grounded in refugees' experiences of life in Scotland and in consultation with refugee community groups in order to ensure that refugees' needs and aspirations are central to the plans. The delivery and monitoring of progress are also being undertaken in partnership.

Reflections from 2015

2015 marked a year of change for everyone with an interest in refugee integration in Scotland. As the year progressed, and increasing numbers of people arrived in Europe fleeing war, instability and persecution in Syria and elsewhere, it became ever clearer that urgent action was needed.

On 4 September, the First Minister hosted a Refugee Summit, involving national and local government and a range of humanitarian and civic organisations, to consider how Scotland could play a full role in welcoming and resettling refugees into our communities. Following the Summit, the First Minister established a Refugee Taskforce, led by the Minister for Europe and International Development, to co-ordinate Scotland's practical response to the refugee crisis.

Scotland reacted swiftly to the Prime Minister's announcement on 7 September that the UK will resettle 20,000 Syrian refugees living in countries bordering Syria by 2020, through its Syrian Resettlement Programme. Local authorities were quick to come forward and volunteer to accept refugees. By the end of the year, Scotland had received 400 Syrian refugees into 16 local authority areas. Most of these local authorities were new to refugee resettlement, so the sharing of expertise under the auspices of COSLA was crucial. Other local authorities also indicated their willingness to support refugees, with more joining the Programme in 2016.

There was also a tremendous response from the third sector and members of the public to the plight of refugees across the Middle East and Europe. More organisations than ever before are volunteering to play their part in supporting refugees, and new grassroots community groups have sprung up across the country. The new Scotland Welcomes Refugees website, www.scotlandwelcomesrefugees.scot, established by the Scottish Refugee Council in September, to help harness the enormous public response to the crisis received over 47,000 visits and 3,200 offers of help in the space of three months.

The Refugee Taskforce brought together Scottish Ministers, COSLA, Scottish Refugee Council, the UK Government, local government and other key stakeholders to co-ordinate Scotland's response to the arrival of refugees. This includes immediate practical needs, such as arrangements for obtaining biometric residence permits and opening bank accounts, as well as longer-term issues to enable

integration, such as provision of English language support. Two sub-groups were also established. The Accommodating Refugees sub-group was jointly chaired by the Minister for Housing and Welfare and Cllr Harry McGuigan, COSLA Spokesperson for Community Wellbeing, and the Integration Forum by John Wilkes, Chief Executive of the Scottish Refugee Council.

The impacts of war and persecution have also been reflected in increasing numbers of people seeking asylum in the United Kingdom, and increases in the number of asylum seekers routed to Glasgow. This reflects a wider trend across the UK, that has seen the total number of asylum seekers rise to 38,878 in the year ending December 2015.

Scotland's response to the refugee crisis has represented both a challenge and an opportunity for the New Scots strategy. All of the partners involved in its implementation have been working under extreme pressure to ensure the smooth arrival and initial integration of large numbers of refugees in a short period of time. These pressures have meant that it has been difficult to maintain the previous pace of implementation of New Scots as a whole, and this is reflected in progress against some of the actions detailed in this report.

The willingness to support refugees demonstrated across the public and third sectors provides an opportunity to strengthen the delivery of the New Scots strategy, by broadening the membership of the thematic groups and increasing the number of organisations involved in implementation. The resettlement of refugees across Scotland also enables the strategy to be extended geographically, so that it becomes a more national strategy.

The New Scots strategy is for all refugees and asylum seekers, no matter how they arrived in Scotland. Refugees arriving under the Syrian Resettlement Programme have different entitlements to those who have come through the asylum process. However, all partners are clear that Scotland needs to provide a holistic integration experience that meets the needs of all refugees and asylum seekers and does not discriminate on the basis of how they arrived here. Work is underway to combine and streamline the new refugee crisis structures into those already existing for the New Scots strategy, and this will continue in 2016.

How the strategy is being implemented

The strategy is being implemented over a three-year period between 2014 and 2017. Implementation is being led by COSLA, the Scottish Government and the Scottish Refugee Council and includes a wide range of agencies including service providers, third sector organisations, local authorities, government departments and refugees and asylum seekers.

The strategy continues to be led by a Core Group, chaired by Dr Alison Strang, Senior Research Fellow, Institute for Global Health and Development, Queen Margaret University, Edinburgh. The group meets on a quarterly basis and oversees implementation of the strategy. A full list of organisations represented on the group can be found in Annex A.

Each individual thematic chapter has allocated leads to take forward the relevant action plans. Each group involves representatives of the organisations that have committed to taking the action plans forward. Since the launch of the strategy, a number of new organisations have become involved and committed to help take forward actions in their specific area of expertise.

The strategy uses the generic term refugee when referring to both people who have been granted refugee status (or another form of status such as Humanitarian Protection or Discretionary Leave) and people who are in the asylum process awaiting a decision on their claim. A distinction is only made where there is a technical or legal imperative in relation to specific rights of each group, or where failing to do so could obscure the meaning of the text.

Refugee Participation

The input of refugees and asylum seekers during the development of the strategy has continued to be a characteristic of implementation with every group being asked in their quarterly progress reports to the Core Group to detail information on refugee and asylum seeker input on that specific group. We acknowledge the value and contribution of refugees in the implementation of the strategy, although we recognise ongoing challenges to ensure effective and meaningful refugee participation in the process.

“We welcome the opportunity to ensure that voices of refugee women in Scotland are heard. It is the responsibility of all partners in the strategy process to consider how we can work together to recognise and respond to the barriers to refugee participation.”

Refugee Women’s Strategy Group



Needs of dispersed asylum seekers

Key Achievements and Developments in Year Two

The Needs of Dispersed Asylum Seekers element of the New Scots strategy is focused on the specific arrangements put in place for asylum seekers as they arrive and are accommodated in Scotland. Glasgow remains the sole dispersal area for asylum seekers in Scotland, although a small number of people in the asylum process who do not require housing and/or support continue to live in different local authority areas across the country. The number of people being dispersed to Glasgow has again increased over the last year. This reflects a wider trend across the UK, that has seen the total number of asylum seekers rise to 38,878 in the year ending December 2015. This was an increase of 20%, compared with the previous year (32,344).

As with the wider work associated with the New Scots strategy, progress in relation to asylum seekers stalled somewhat during Year Two due to the involvement of most partners in the resettlement efforts associated with the Syrian Resettlement Programme. As such, the Autumn 2015 meeting of the group was cancelled and did not take place until the end of Year Two, in February 2016. The group therefore only met three times, instead of quarterly as had been planned. That said, good progress was still made over the course of the year.

Scottish Refugee Council completed their mapping exercise, which sought to set out the 'journey' of asylum seekers from the time they arrive in Scotland through to when a decision is made on their application, whether that is positive or negative. It is hoped that what has been produced will be a 'live' document, which can be updated as necessary, but also, that it can be a means of identifying and then addressing, as appropriate, particular pressure points or gaps in service that are identified.

The group continues to consider the information that is provided to asylum seekers, with a view to ensuring that resources are both user-friendly and accessible. To this end, group members were able to feed back to both Orchard and Shipman and Migrant Help regarding refreshed guidance that they developed for asylum seekers. Both organisations are represented on the group, so an ongoing dialogue is maintained in this regard. The Crown Office and Procurator Fiscal Service is also represented on the group and is in the process of developing a booklet which will provide refugees and asylum seekers with information on the legal system in Scotland. Crucially, this document will be translated into a variety of languages in order to maximise its utility and it is hoped that this resource will prove to be very beneficial when it is published and disseminated.

Areas for Development

As in Year One, the group continued to take an active interest in the Key Worker pilot, that is being conducted by Scottish Refugee Council in conjunction with Glasgow City Council and with funding provided by Scottish Government. Progress updates were provided throughout the year, and members look forward to reading the final evaluation report for the project in the coming months, and discussing how the work undertaken through the pilot can be taken forward. Similarly, the group hopes to consider the peer educator model in greater detail. This was piloted by NHS Greater Glasgow and Clyde and Scottish Refugee Council in 2014/15 and the group wishes to consider if or how this model might be rolled out as a means of empowering asylum seekers and equipping them with both the knowledge and information, and the personal networks, that will support their integration.

Perhaps the most significant area for development for the group is in relation to the widening of dispersal. A starter paper on this was taken to the group's first meeting in 2015 and was followed by updates from both the Home Office and COSLA with regard to next steps that might be taken. The Home Office is now at a stage where it is ready to commence discussions with local authorities outwith Glasgow as to the possibility of them becoming involved in dispersal. This process is likely to take some time, but, depending on the outcome of these discussions, there will be work for the group to do in terms of sharing learning with new councils and inviting them to become involved in the strategy. The group is also continuing its work collating good practice from across the UK and, again, it is hoped that this will be a useful resource for any local authorities that decide to become involved in dispersal going forward.

Discussions continue between the UK and Scottish Governments in relation to the Smith Commission and its specific recommendations on asylum. The Group has not received any recent update in this regard, but when there is an outcome to these discussions, consideration will be given to the impact that any proposals will have on the welfare of asylum seekers in Scotland.

Refugees' Experiences 2015

The Refugee Women's Strategy Group and Scottish Refugee Policy Forum continue to be represented on the Group, although they have not always been able to send representatives to meetings. They have, however, provided important feedback around the information that is provided to asylum seekers, and the asylum seeker journey work undertaken by Scottish Refugee Council. The Group recognises that it is crucial that the voices of asylum seekers and refugees are heard in the work of the New Scots strategy and is fully supportive of the efforts that are being made through the Core Group to ensure that barriers to participation are addressed.

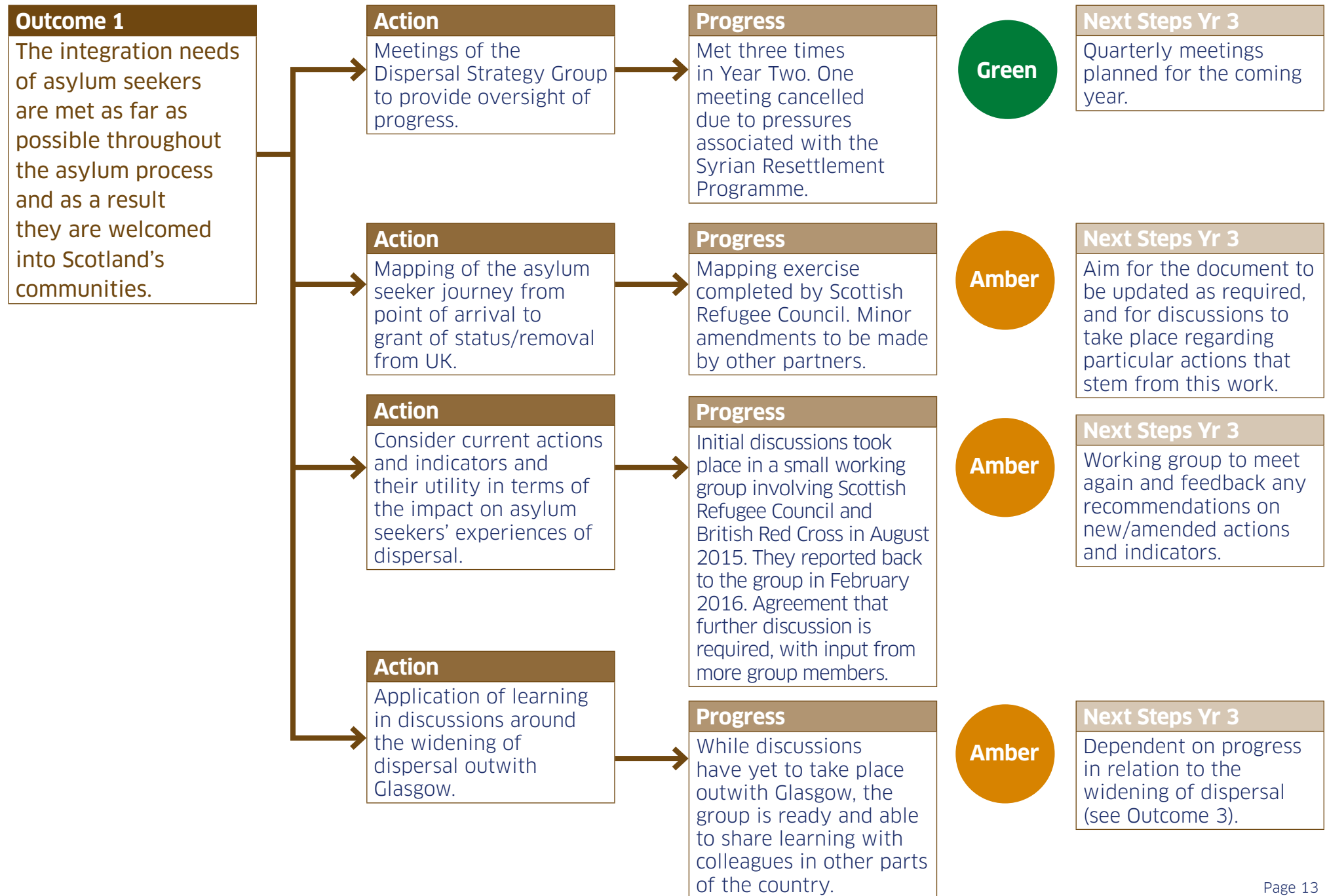
"We recognise that asylum policy resides with Westminster and our group will continue to work with our partners across the UK to campaign on key issues. We are pleased that our joint campaigning has resulted in the provision of childcare for asylum interviews.

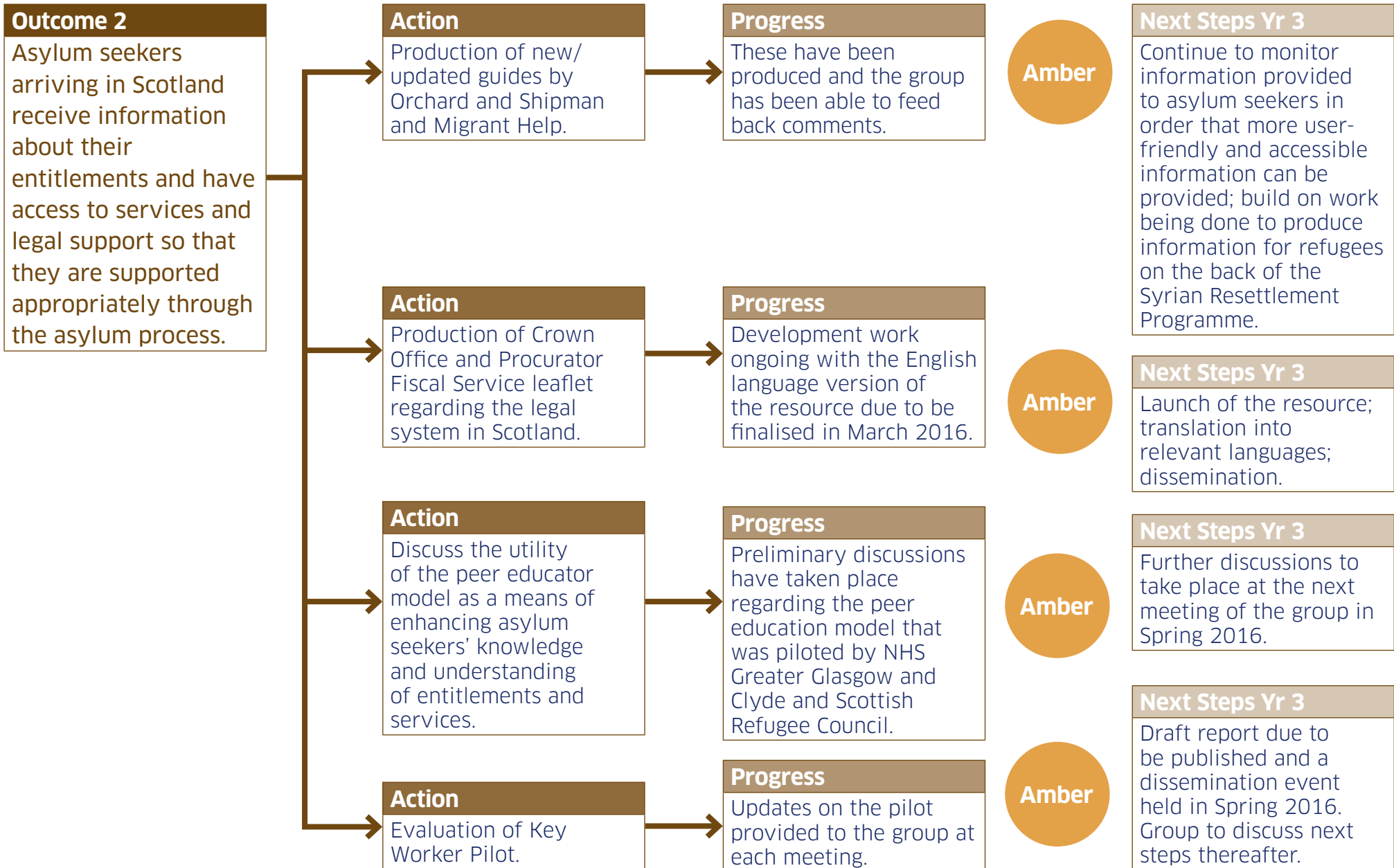
"We would suggest that all partners focus on working together to develop alternative policy and practice in relation to asylum accommodation, utilising the 'joint working arrangements for the dispersal of asylum seekers and the designation of reception zones'¹, highlighted on Page 17 of the New Scots strategy as well as powers and duty of care in relation to housing."

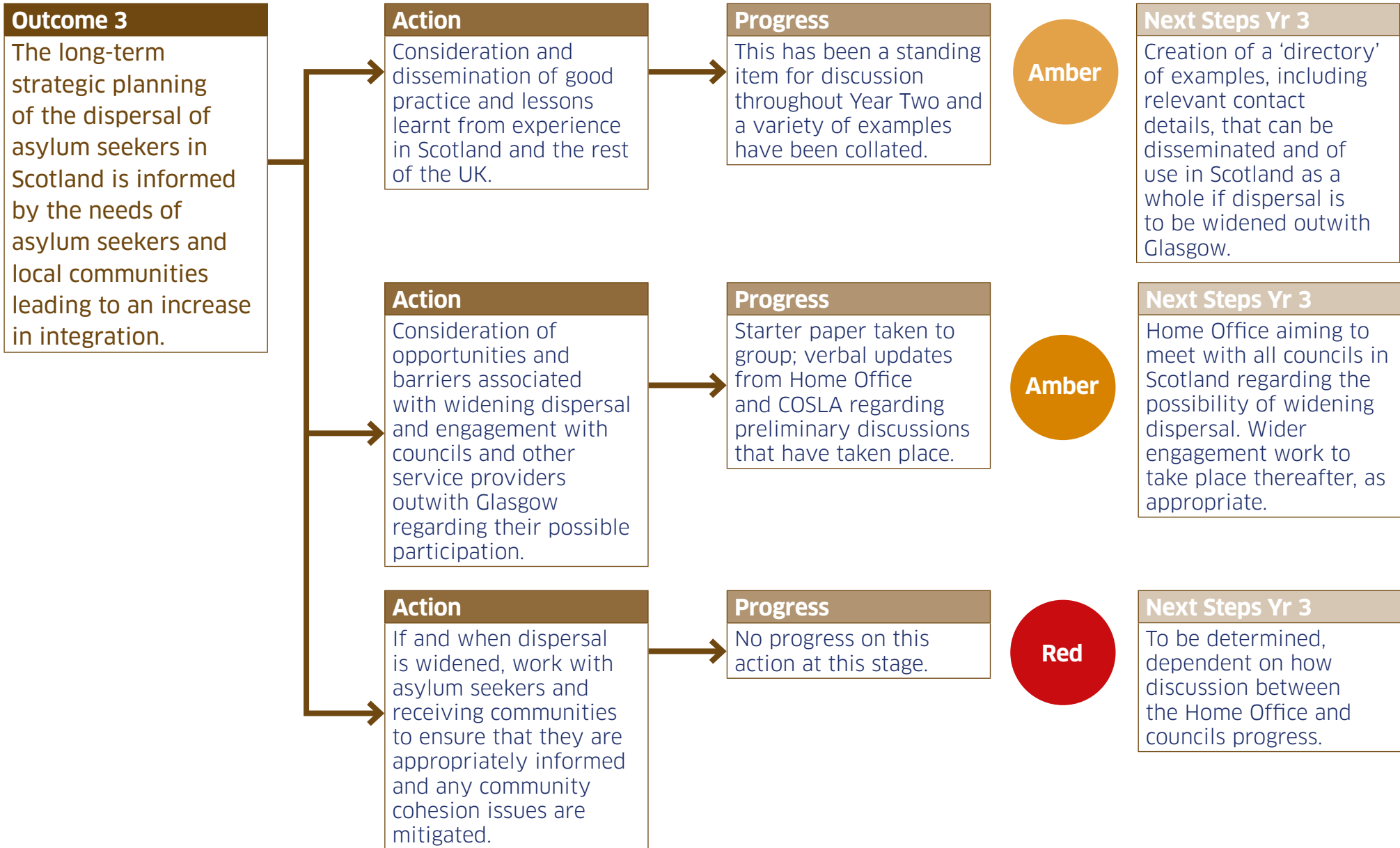
Refugee Women's Strategy Group

¹ The joint working arrangements are set out in the 1999 Concordat between the Scottish Executive and the Home Office: <http://www.gov.scot/Resource/Doc/175748/0049500.pdf>

Needs of Dispersed Asylum Seekers







Employability and welfare rights

Key Achievements and Developments in Year Two

The Employment and Welfare action plan covers a wide range of issues from accessing first benefit payments to improving employment and business opportunities. Due to the variety of fields covered in the plan, it is not led by one single organisation. COSLA coordinates the implementation of Outcome 1, Scottish Refugee Council and Department for Work and Pensions (DWP) coordinate the implementation of Outcome 2, and the Scottish Government and Scottish Refugee Council coordinate the implementation of Outcome 3. The Employment and Welfare Group, which leads on the implementation of some of Outcomes 1 and 2, widened its membership to include stakeholders involved with the Syrian Resettlement Programme. The outcomes of the strategy are now specifically including refugees who arrived through the asylum route or resettlement, and there is coordination between New Scots and the Refugee Task Force.

One of the key achievements of this year has been in relation to the up-skilling of Department for Work and Pensions staff to understand refugees' qualification and transferable skills and to support refugees to progress towards employment. Key Jobcentres were targeted to begin a training programme. This has started and led to positive outcomes and shown the need for more training. This will be further developed in Year Three. Learning from this programme will also be used in Year Three to inform the work of Jobcentre staff in other areas of Scotland and of Employability Services of local authorities. In relation to understanding of prior learning and qualifications, the Scottish Government has started to revisit the Scoping Study on Support Mechanisms for the Recognition of Skills, Learning and Qualifications of Migrant Workers and refugees. The Employment Group will continue to be involved in this process in Year 3 as a national mechanism for recognition of prior learning is needed to support refugees' employability.

The provision of English Language Requirement by DWP led to a better understanding of refugees' language learning needs. The Holistic Integration Service continued to provide employability services and supported new refugees to tackle their barriers to employment by providing pre-employability support (e.g. language, life skills courses, and housing options advice to tackle homelessness) and by providing employability support and work experience.

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Areas for Development

The most challenging area this year has been with the implementation of Outcome 1 to ensure that new refugees have their benefit payments within the 28-day move-on period and are not experiencing destitution. The Move-On group which led on that outcome has not met for a number of reasons. Given improved partnership work in this area, consideration should be given in Year Three to whether this separate working group is still necessary. However, based on evidence from the Holistic Integration Service, the Department for Work and Pensions has acknowledged the need for improvement and has been working with the Home Office to identify stages in the processes where progress can be made. This work is ongoing. It requires UK-wide co-ordination and will continue in Year Three. The Employment and Welfare Implementation Group will monitor progress on this. The Department for Work and Pensions developed a successful and efficient model for resettled refugees and this will inform processes for all new refugees.

Refugees' Experiences 2015

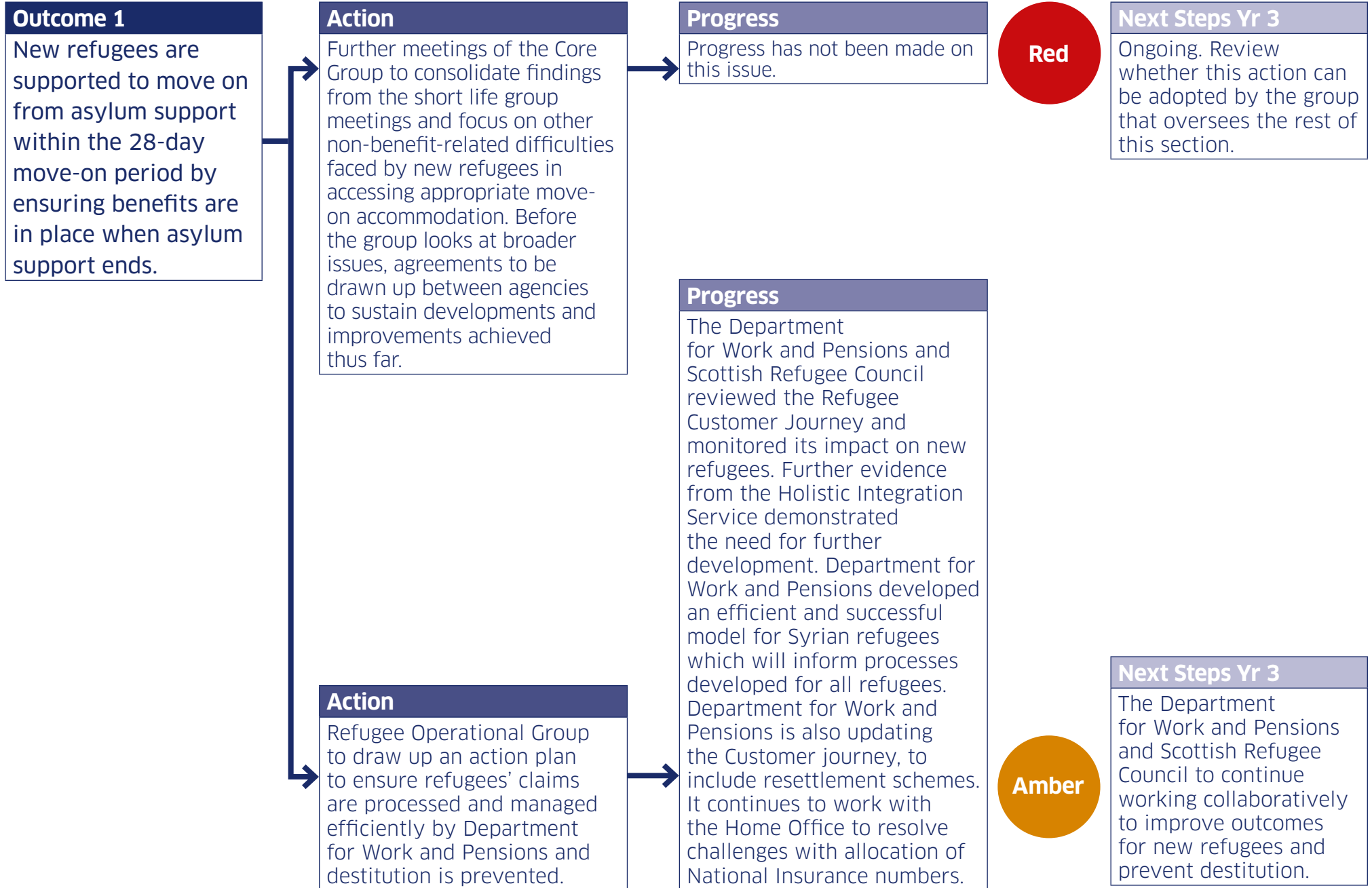
The Refugee Women's Strategy Group agreed the terms of reference for Outcome 2 thematic group: "Within the purposes of the group, other agencies will be invited to join the meetings as required on an ad-hoc basis, e.g. Refugee Women Strategy Group and Scottish Refugee Policy Forum." In addition, a verbal agreement was reached with thematic group lead that the Refugee Women's Strategy Group would also pro-actively request specific items to be discussed and attend, as appropriate.

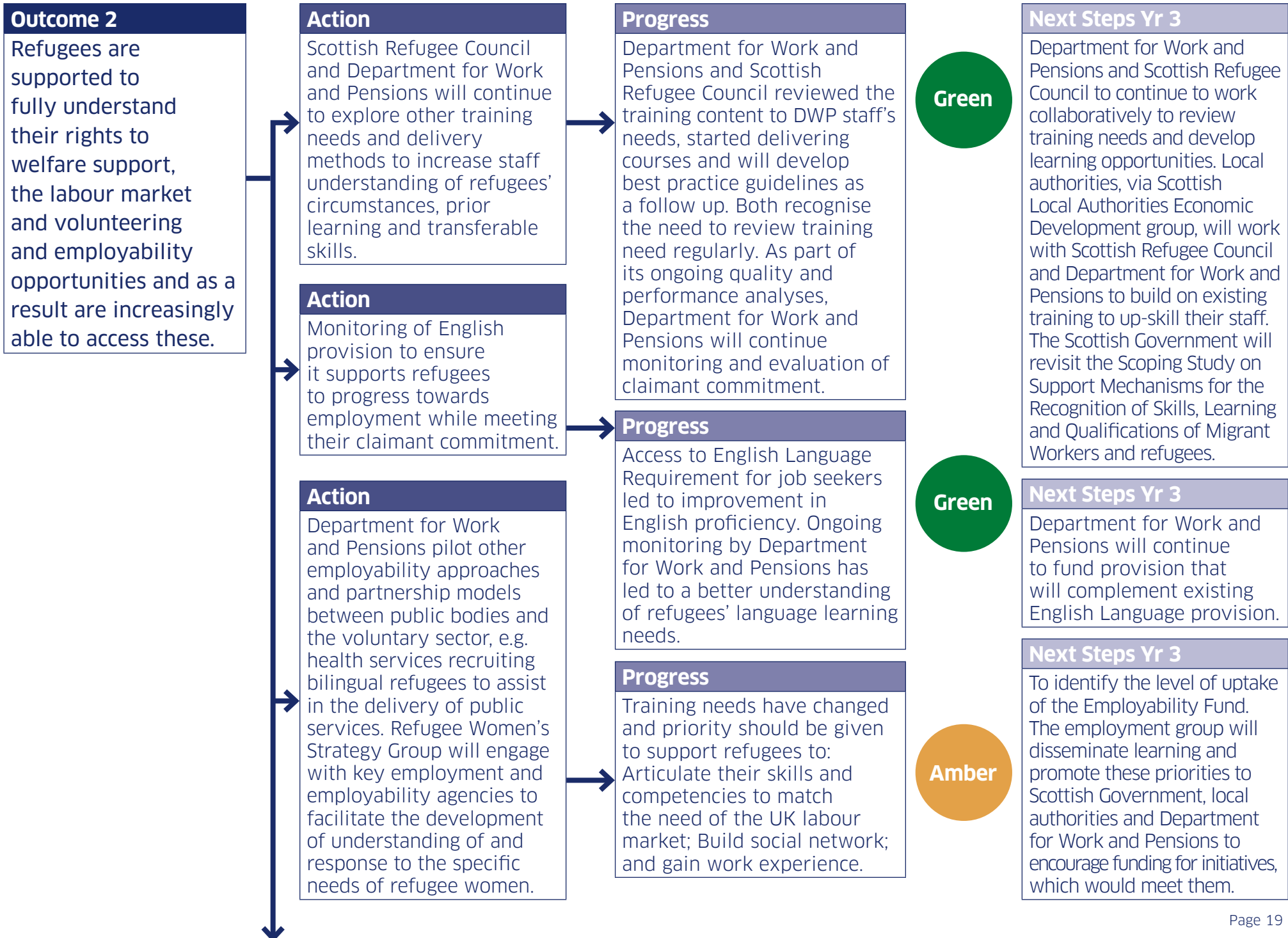
"There has been little evidence of improvement in the quality of life for refugees and many of the initial progresses have been 'wiped out' by welfare reform. We would suggest the following:

- Utilise the processes which enabled all welfare elements to be in place for the Syrian Resettlement Programme to ensure that, as soon as leave to remain is granted, all of the requirements are in place, including National Insurance numbers. The Syrian Resettlement Programme has demonstrated that the issues are related to practice rather than policy and therefore should be relatively simple to address.
- Develop employment support programmes and initiatives which are responsive to needs; not 'one size fits all'.
- Invest in welfare rights advice and advocacy."

Refugee Women's Strategy Group

Employability and Welfare Rights





Action
Department for Work and Pensions and the Scottish Refugee Council establish links with the Scottish Employability Forum and the National Delivery Group to inform them of employability issues faced by refugees.

Progress
Department for Work and Pensions is represented in the Scottish Employability Forum and the National Delivery Group. Scottish Refugee Council will represent the New Scots Employment Group in the Third Sector Employment Forum which feed into the National Delivery Group.



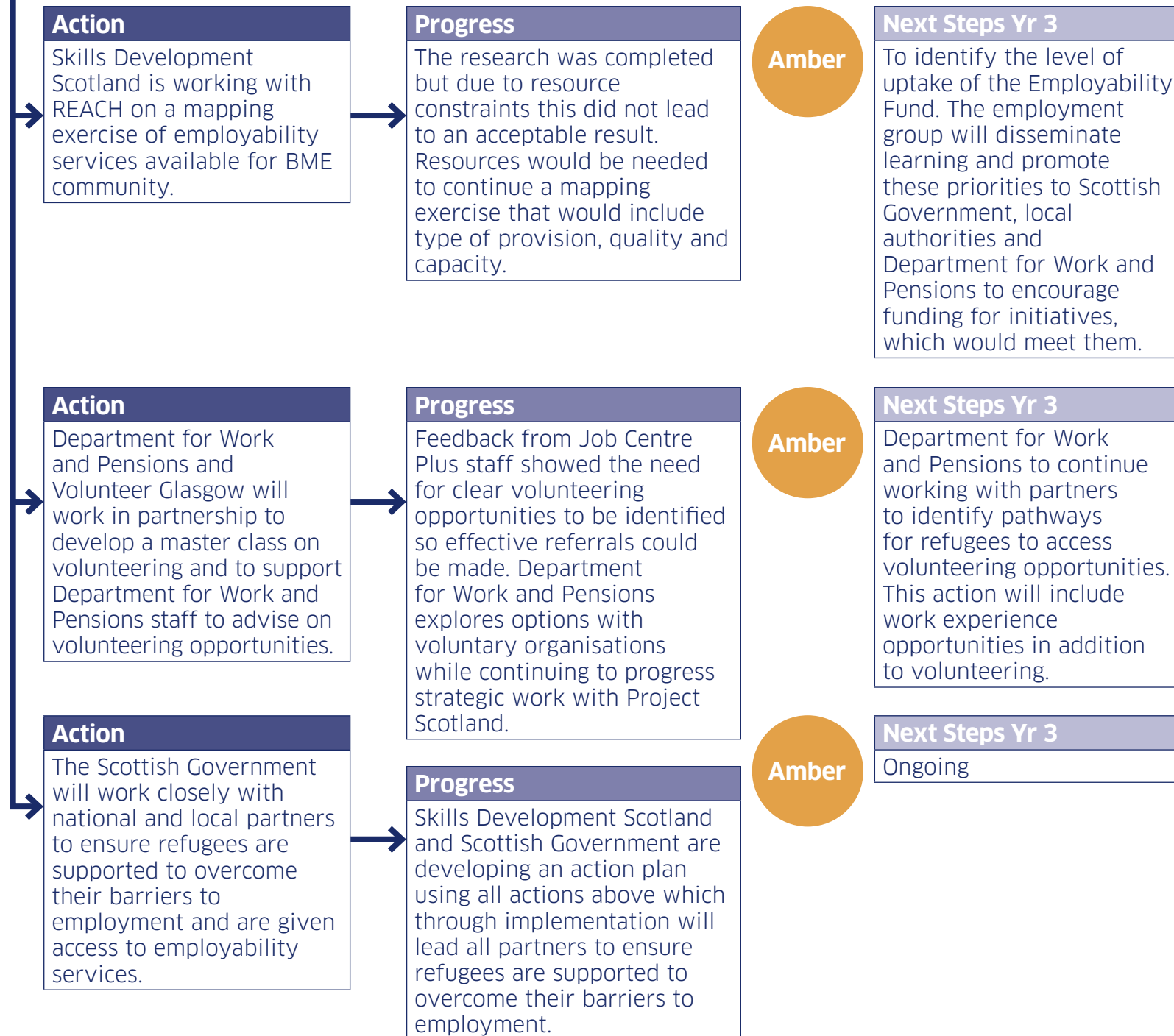
Next Steps Yr 3
To monitor the impact of participation.

Action
The Holistic Integration Service provides employability support to newly-recognised refugees.

Progress
Since the beginning of the Holistic Integration Service (May 2013) and until 31/01/16, 1,131 newly granted refugees accessed pre-employability advice and 315 took up the employability service offered. 29% of those who completed life skills course and 26% who completed a work placement had job outcomes.



Next Steps Yr 3
No change in initial action.



Outcome 3
Refugees access services designed to support entrepreneurialism and an increased proportion use their skills to contribute to Scotland's economy and society.

Action
Stakeholders build upon existing mapping, identify enterprise activity and support.

Action
Ensure existing social enterprise bodies are engaged with refugees and their communities.

Action
The Scottish Government and Scottish Refugee Council explore and identify international micro business models that are transferable to the Scottish context.

Action
The Scottish Government and key stakeholders develop enterprise pathways to for refugees to realise entrepreneurial skills and talents.

Action
Ensure existing social enterprise bodies are engaged with refugees and their communities.

Progress
Initial contact made with social enterprise organisations. Due to resource constraints, further progress has not been made this year.

Amber

Next Steps Yr 3
Identify ways to progress this action through current New Scots structures or a short life working group.

Housing

Key Achievements and Developments in Year Two

The Housing action plan has three main objectives:

- Refugees are supported to fully understand the housing options available to them by a range of agencies and as a result are able to make the best possible choice;
- Refugees are able to access suitable housing options; and
- New refugees are supported to move from asylum accommodation to a more permanent home during the 28-day period by agencies working together to ensure they are aware of their long-term options and are not left without somewhere to live.

As for Year One, the context for housing is important: asylum seekers are housed according to the Home Office contract; and refugees are subject to Scottish housing legislation. This differentiation causes confusion and poses challenges in effecting change. In terms of housing for refugees, the housing work stream is able to have a more substantial impact.

The work to date has been to see how choices for refugees can be improved within Glasgow. This has meant exploring options with more housing associations (Registered Social Landlords), as well as investigating the potential for using the private rented sector. This will enable a greater range of options being available for refugees.

Alongside this, we are aware that restricting the work to Glasgow is limiting and there is potential to develop options outwith the city. In the first year this has mainly been restricted to the local authority areas that are adjacent to Glasgow to enable access to services within the city. Contact has been made with the network of housing options hubs and their constituent members to try and expand awareness of refugee issues and to expand potential housing options.

The Syrian Resettlement Programme has had a noticeable impact. The diversion of resources from approximately half-way through the year to rightly focus on this has meant that some actions intended to have been progressed in Year Two have not been able to be actioned as intended. This gives a basis for Year Three in being able to work more effectively across Scotland in order to assist in the integration of New Scots.

Areas for Development

Work to develop links with housing providers who are able to provide housing for refugees is an ongoing task, both inside and outside of Glasgow. However, as mentioned above, there is a great potential for developing this with the widespread nature of the Syrian Resettlement Programme. There will be the opportunity to learn across Scotland and develop mechanisms for sharing practice. This can complement the work of the network of housing options hubs.

This can all be built on to maximise not just access to accommodation for refugees, but also the potential for other aspects of the New Scots strategy such as education, health and employment. Work to develop move on accommodation has not been looked at in detail and is an area for development over Year Three.

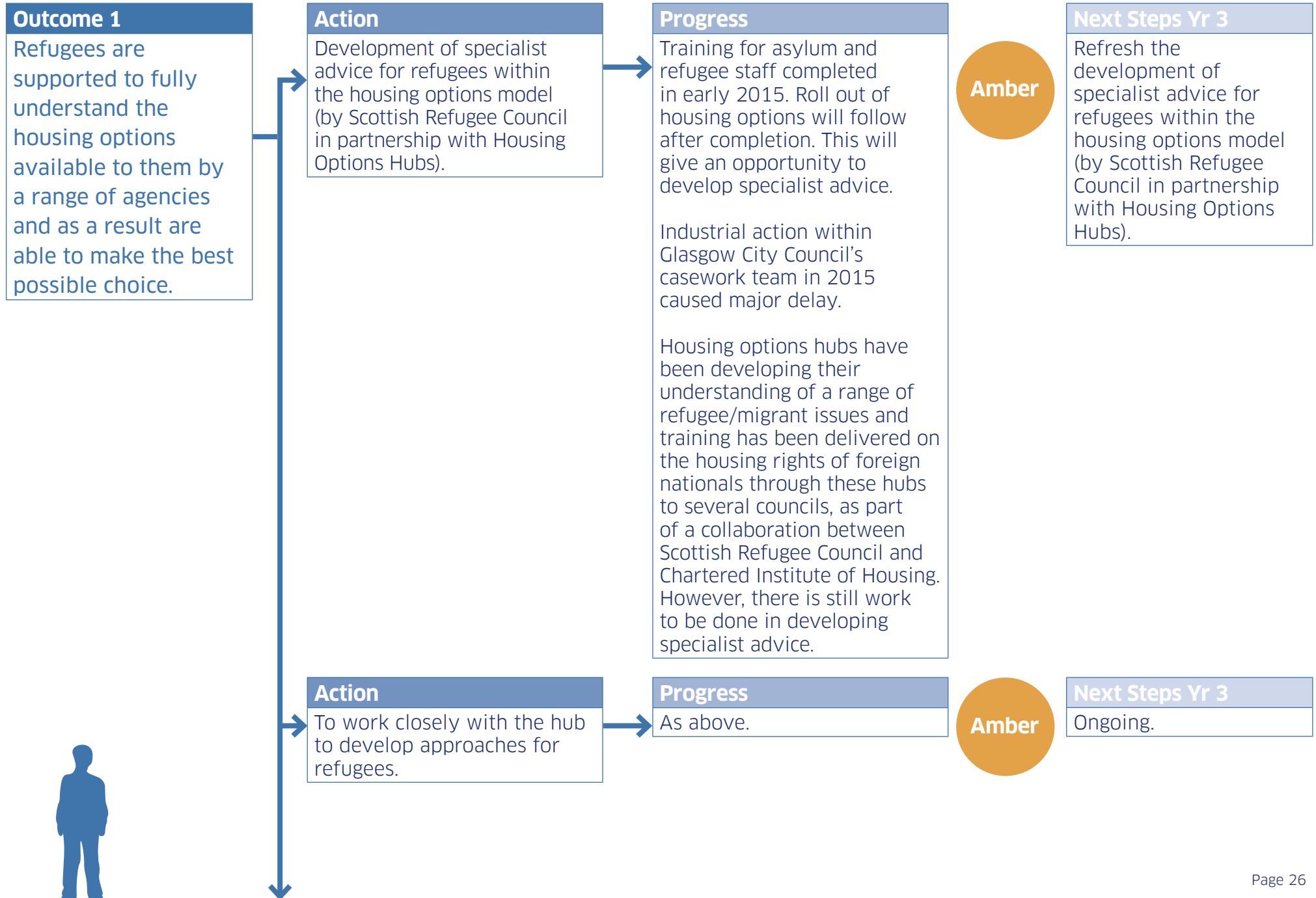
Refugees' Experiences 2015

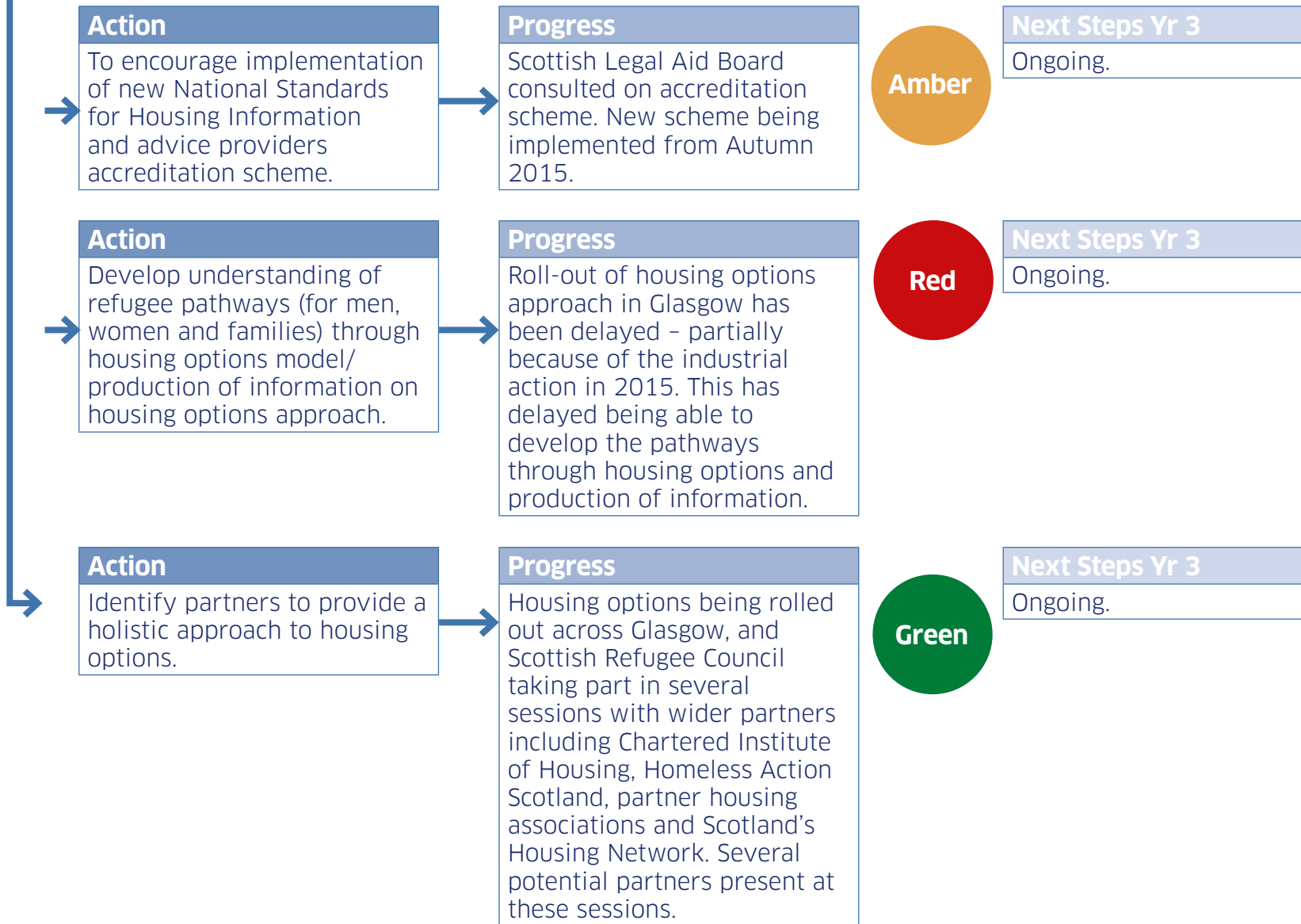
Engaging refugees in formal meetings has been a challenge due to competing priorities of all parties. Engagement in the strategy has therefore focused on community and stakeholder events (such as the August stakeholder event and October community conference) and other ad hoc engagement with refugees (for example through focus groups and discussions with community group members).

“Some improvements have been noticed in terms of time and quality of housing allocations. However, we would suggest that all partners should work together to develop an alternative to the ‘homeless route’ when leave to remain is granted. We note that Syrian refugees have not been considered homeless and therefore, this is an achievable goal which would have an enormous impact on the quality of life for refugees.”

Refugee Women's Strategy Group

Housing





Outcome 2
Refugees are able to access suitable housing options.

Action
Glasgow City Council to explore options relating to different types of accommodation in different sectors within the city to offer housing options to new refugees going through the homeless route.

Potential scheme to be in place to support new refugees into private sector housing.

Progress
Glasgow City Council undertook comprehensive research in to the private rented sector in Glasgow to identify how best to engage more effectively with it. However, no scheme is yet in place to support refugees into the private rented sector.



Next Steps Yr 3
Ongoing.

Action
Updating of the Scottish Refugee Council's Housing Practitioners' Guide to all local authorities. Joint COSLA/Refugee Council seminar for all Scottish local authorities on housing rights of refugees.

Progress
Scottish Refugee Council is in the process of updating and redrafting the guide and we expect this to be produced in Year Three.



Next Steps Yr 3
Ongoing.

Action
New partnerships made and more referrals made.

Progress
Scottish Refugee Council has recently made new formal partnerships with Thenu Housing Association and Knowes Housing Association and has informal arrangements (with formal agreements in process) with Maryhill Housing Association and Southside Housing Association.



Next Steps Yr 3
Ongoing.

Outcome 3
New refugees are supported to move from asylum accommodation to a more permanent home during the 28-day period by agencies working together to ensure they are aware of their long-term options and not left without somewhere to live.

Action
Further meetings of the Core Group to consolidate findings from the short life group meetings and focus on other non-benefit-related difficulties faced by new refugees in accessing appropriate move on accommodation. Before the group looks at broader issues, agreements to be drawn up between agencies to sustain developments and improvements achieved thus far.

Progress
Progress has not been made on this issue.



Next Steps Yr 3
Ongoing.

Education

Key Achievements and Developments in Year Two

The Education work stream is considered as one of the biggest work streams within the New Scots strategy. It is wide ranging in the areas of education it looks to address. It requires the commitment of numerous national organisations with differing remits and responsibilities and the encouragement of smaller ones to contribute where they can to actions that have particular relevance to them. Education Scotland has led on the Education group which meets quarterly.

A real commitment and dedication has been shown by a number of organisations and because of this, membership of the group has expanded. A large number of education providers are now actively engaged with the strategy and progress is being made in implementing the identified actions. Members of the group have been helpful and creative in providing information and advice to meet the needs of New Scots.

A strong collaborative approach has been established among the different member organisations and many actions have been progressed. The *ESOL (English for Speakers of Other Languages) Strategy 2015-2020* was published in March 2015 and provides the strategic direction to ensure we continue to support high quality learning and teaching of English language in Scotland. Local organisations have been monitoring access to local ESOL provision with the aim of reducing lengthy waits for ESOL provision. Research was carried out in Glasgow which then informed the establishment of the ESOL Access Project, in which learners register their interest with all ESOL providers in Glasgow via a central database.

In addition, local authority education providers across Scotland have been monitoring the effectiveness of the 1+2 strategy with refugee children for language learning in schools. There has also been some progress on how to recognise the prior learning of New Scots, and discussions are underway on creating a bespoke toolkit for this purpose.

Areas for Development

Education Scotland continues to co-ordinate the work of the group, and membership organisations have proven dedicated to the objectives of the strategy. While the group has been focused on actions for Year Two, it is also clear that many actions will not have an immediate impact and thus a long-term focus has been adopted. For example, the effectiveness of some actions from Year One and Year Two are continuing to be monitored and amended as required.

In Year One and Year Two, refugees and asylum seekers living in Scotland were predominantly based in Glasgow and thus organisational involvement was also Glasgow based. Since the arrival of Syrian refugees under the Syrian Resettlement Programme, refugees are now more widely spread throughout Scotland, and thus the organisational involvement will need to adapt to reflect this. Already the New Scots Education group has involvement from other local authorities, but this will need to be further expanded in Year Three.

Refugees' Experiences 2015

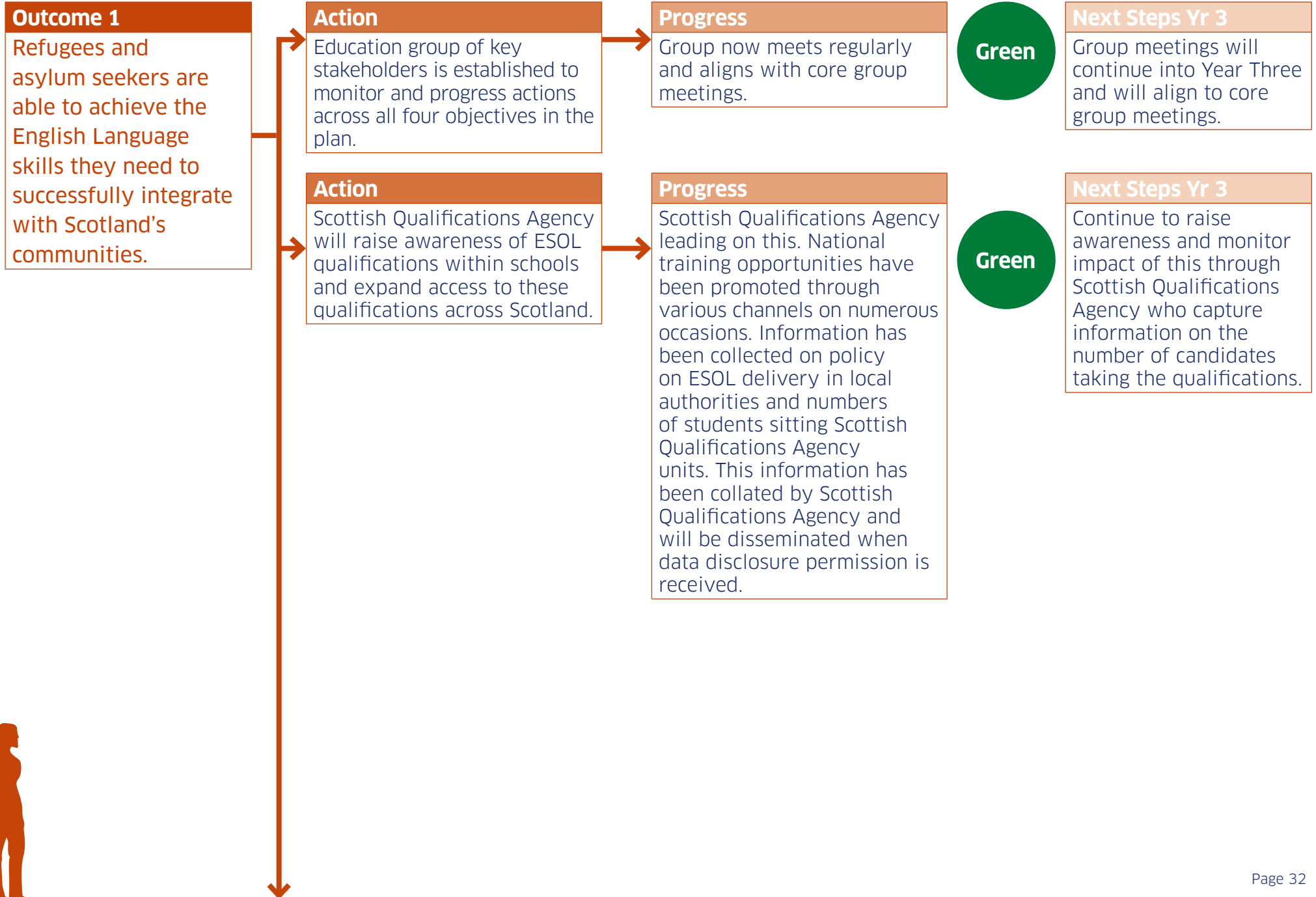
Member organisations are in frequent contact with refugees and asylum seekers and thus represent their needs. In addition, representation is given to the group through the Scottish Refugee Policy Forum, Refugee Women's Strategy Group and NUS Scotland being members. This has added value to the group with representatives being able to contribute and give an informed perspective which is helping to maintain the focus of the work. It is vital that they continue to be members to help inform and progress actions as we move forward.

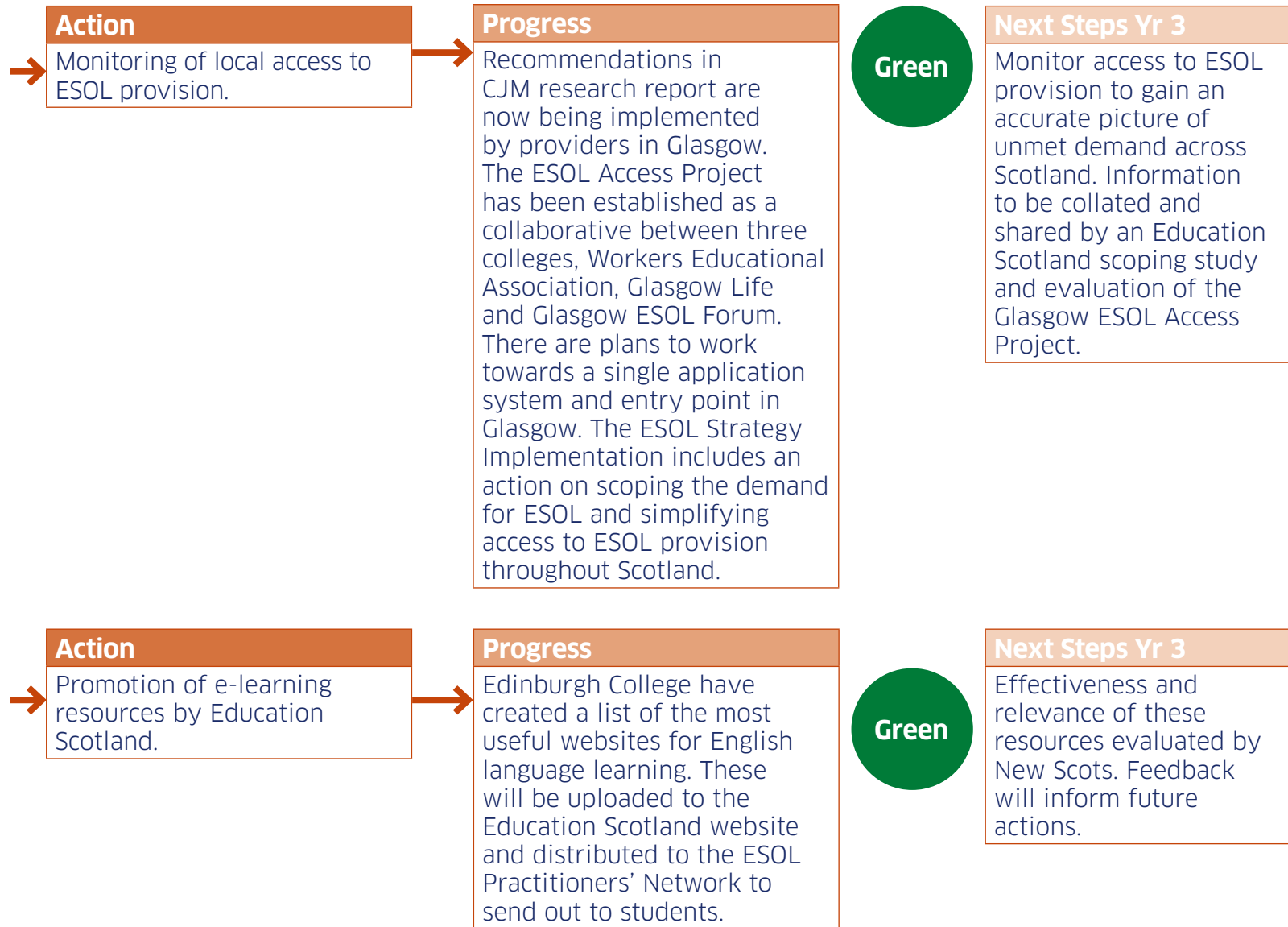
Key contacts from stakeholder organisations represent New Scots within the group. Students were involved in trialling the English language learning websites and providing feedback. Additional feedback from learners will be sought in regards to e-learning resources and New Scots will be involved in focus groups during the implementation of the ESOL strategy.

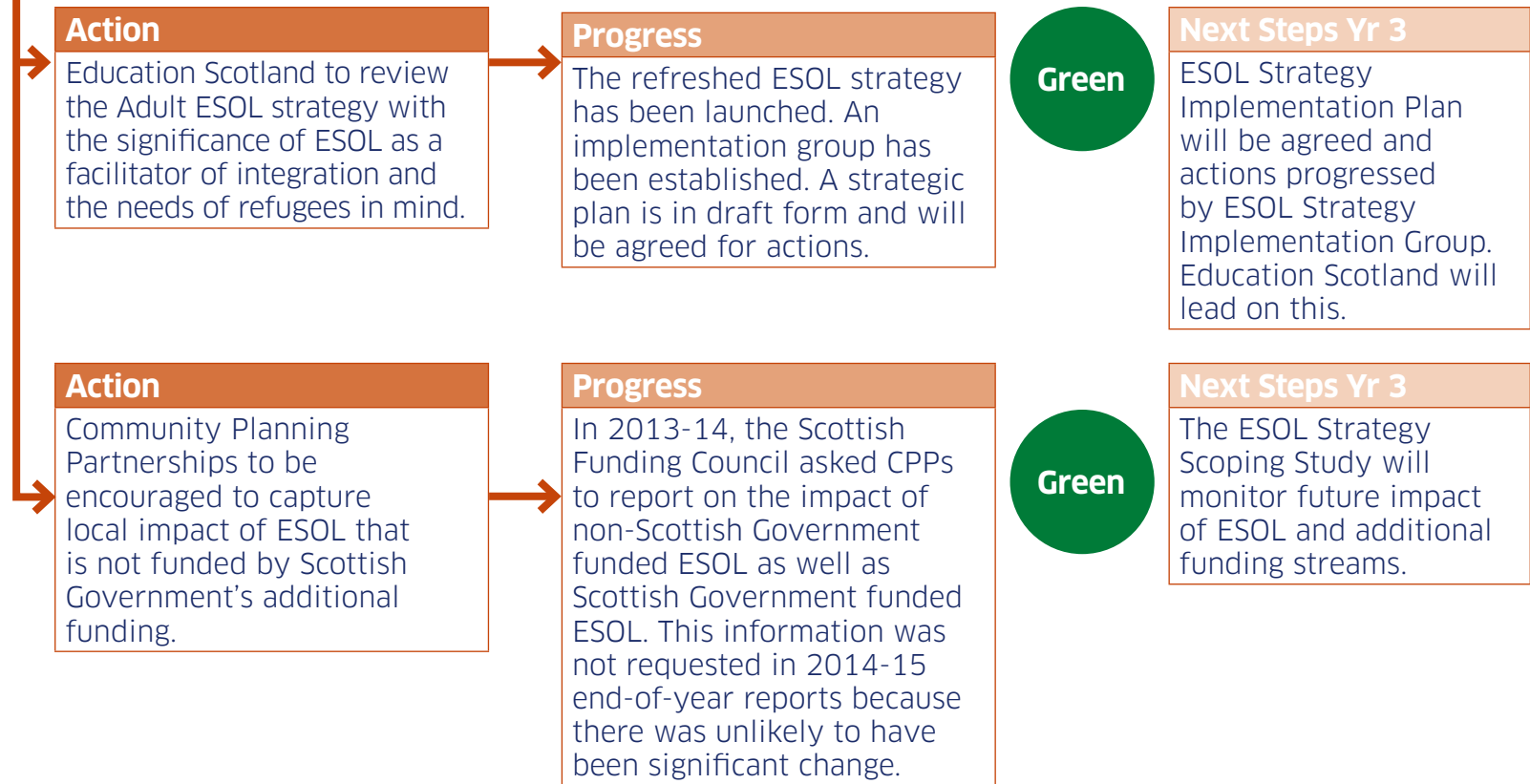
“We were pleased by the response of partners to our input on information leaflets on school clothing grants. However, we have seen little evidence of improvement in relation to accessing higher education. There are still waiting lists for ESOL and we can find little evidence of addressing the recognition of skills and qualifications.”

Refugee Women's Strategy Group

Education









New Action

Next Steps Yr 3

Develop and pilot a participative approach to language learning which utilises a peer education model to facilitate increased social connections and opportunities for language learning opportunities outside the classroom.

New Action

Next Steps Yr 3

Explore workforce development opportunities for primary and secondary teachers working with EAL learners in schools and early learning and childcare settings. Scottish Funding Council additional ESOL strategy monitoring forms to be refreshed.

Outcome 2
 Refugees and asylum seekers access appropriate education opportunities and increase their qualifications/ knowledge/ experience as a result.

Action
 Scottish Refugee Council to work with Education Scotland, Skills Development Scotland and the Scottish Funding Council to publish guidance for careers advisors and admissions staff advising them of the entitlements of refugees and asylum seekers.

Progress
 The guidance document 'Support for Asylum Seekers in Further and Higher Education' is now published and will be uploaded to the ESOL Scotland and Education Scotland websites in the near future.



Next Steps Yr 3
 New Scots to provide feedback on the effectiveness of this document. This feedback can then inform any future amendments.

Action
 Scottish Refugee Council and COSLA will work with Education Scotland to promote educational entitlements to nursery and school for refugees and asylum seekers.

Progress
 The guidance document 'A guide for refugee parents about schools and learning in Scotland' has been produced and is accessible at: <http://goo.gl/hFH0Ph>.



Next Steps Yr 3
 Monitor the effectiveness of this document and ensure that information remains accurate, relevant and current.

Action
 Scottish Refugee Council, National Union of Students, University of Strathclyde Students' Association and Scottish Funding Council will explore known barriers to accessing higher education and full time further education and establishing whether these could be addressed.

Progress
 A report outlining the barriers has been produced by the Scottish Funding Council. It has been shared with a working group on inclusion (Uniting Nations in Scotland, College Development Network, etc). This group will take this forward and aim to reduce the barriers.



Next Steps Yr 3
 Use report produced by the Scottish Funding Council as well as information from Universities Scotland to inform future policy and practice on reducing barriers to New Scots accessing education.





Action
Young refugees linked into targeted support provided by Skills Development Scotland for 16-19 year olds such as individual coaching support and the My World of Work website.



Progress
Skills Development Scotland were monitoring data on how many young refugees and asylum seekers were accessing their services. It supplied data in Year One and were to supply more in Year Two as a comparison. This has not been completed as the contact at Skills Development Scotland has moved on.



Next Steps Yr 3
Re-establish contact with Skills Development Scotland and establish a sub-group to investigate how best to support young refugees.

Outcome 3
Refugees and asylum seekers are supported to use pre-existing qualifications and access appropriate employment/education opportunities as a result.

Action
Scottish Government to revisit the Scoping Study on Support Mechanisms for the Recognition of Skills, Learning and Qualifications of Migrant Workers and refugees.

Progress
The Scottish Government contact who developed the report has now moved on. There was no progress on this action during 2015, but initial discussions have now taken place to take it forward.



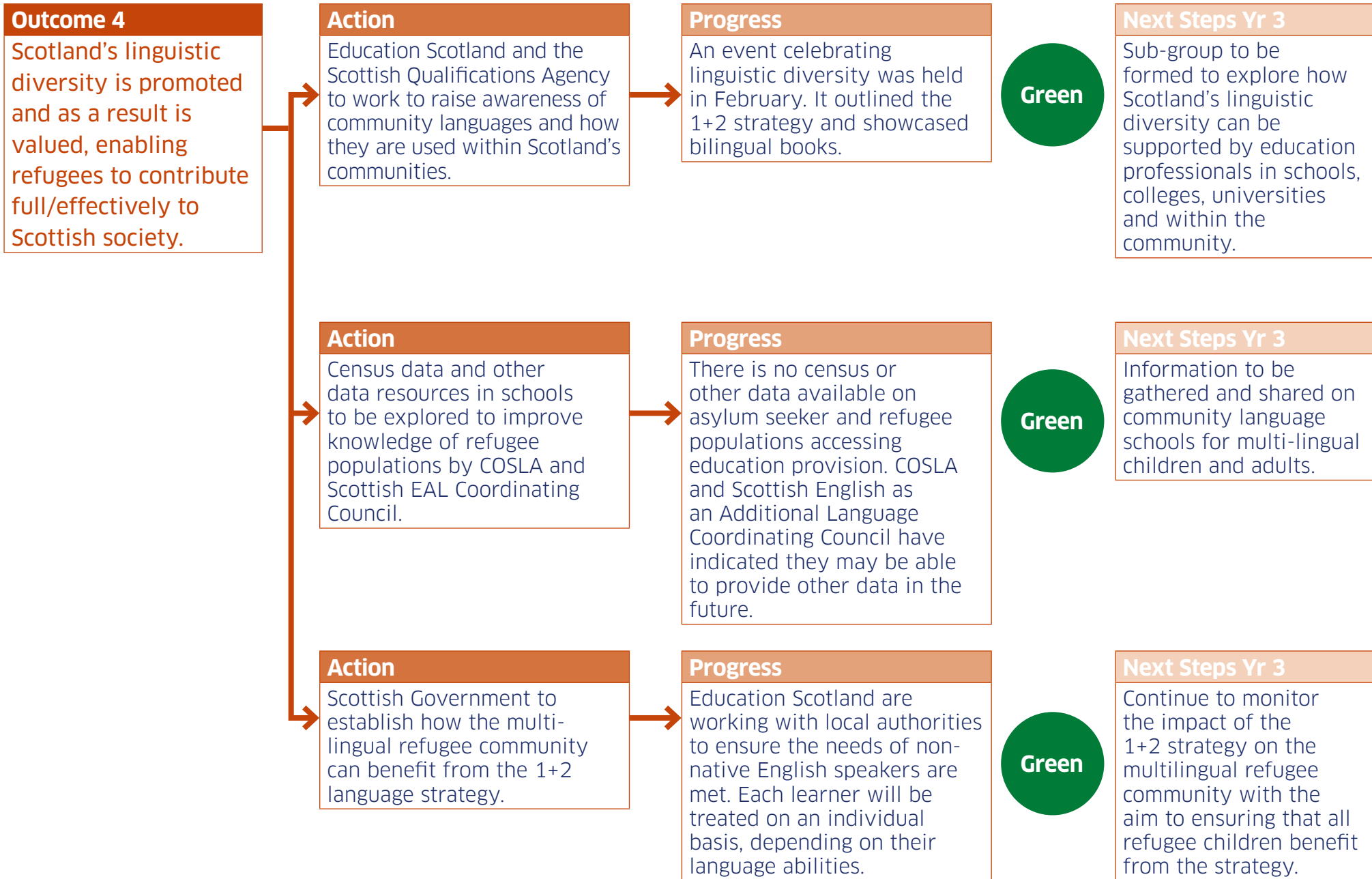
Next Steps Yr 3
The Scottish Government will revisit the Scoping Study on Support Mechanisms for the Recognition of Skills, Learning and Qualifications of Migrant Workers and refugees.

Action
Recognition of Prior Learning toolkit developed by Scottish Credit and Qualifications Framework to be promoted to organisations working with refugees and asylum seekers.

Progress
Scottish Credit and Qualifications Framework, Bridges Programmes, Glasgow Clyde College, Education Scotland and City of Glasgow College will meet to discuss amending the RPL Toolkit to be more relevant for non-native speaking adults. The current toolkit only spans to SCQF 6 skills, while many refugees have SCQF 12 skills. The language within the toolkit will also need to be more accessible.



Next Steps Yr 3
Organisations to work together to explore the possibility of adapting the SCQF Toolkit for the specific needs of New Scots.



Health

Key Achievements and Developments in Year Two

NHS Health Scotland, Scottish Refugee Council, NHS Greater Glasgow and Clyde and the Mental Health Foundation have continued to meet on an ongoing basis to form the framework for a strategic group. Peer research into health and human rights is offering a different approach to participation, as refugees and asylum seekers are leading this work.

Through public health, NHSScotland has been involved in a consultation process with disease and migrant health experts, clinical commissioning groups, local authorities, the Home Office, the Institute of Medicine and the NHS. This will help ensure that the pre-entry health assessments not only meets the needs of refugees, but also appropriately reflect best practice. It will also ensure that appropriate information is collected to allow local authorities and local health services to prepare for refugees' arrival.

The Scottish Government funded Scottish Refugee Council to support a project to better understand Female Genital Mutilation (FGM). This project culminated in the publication of a report in December 2014 which provided baseline information to inform work on FGM in Scotland. It identified and analysed existing data; reviewed past work undertaken to tackle, prevent or raise awareness; and drew learning from best practice on what works and what does not in the UK and Europe, related to service provision, prevention and prosecutions.

Following publication, the Scottish Government established a Multi-Agency FGM Short Life Working Group (SLWG) to recommend a consistent multi-agency approach to be taken in Scotland towards the elimination of the practice of FGM. The SLWG published on 4 February 2016 **Scotland's National Action Plan to Prevent and Eradicate FGM**.

One of the recommendations is to produce guidelines to help agencies and frontline staff follow best practice in responding to FGM. FGM Multi-Agency National Practice Guidance to support frontline staff and their organisations to address FGM in Scotland will be published in the first part of 2016. A Service Specification for Health Care Services to help services identify and respond to the needs of survivors of FGM, to protect those at risk and to prevent FGM was **published in February 2016**.

Another achievement has been that information about asylum seekers and refugees health and dispersal plans from the New Scots strategy is included in NHS Health Scotland actions to strengthen health-related service responses to equality and diversity. This year, in addition to the gender-based violence work described above, information has been included in the Health Inequalities Impact Assessment for a review of NHS resource allocation; draft guidance for Strategic Needs Assessment by Integrated Joint Boards; various papers for Scottish Government Health and Social Care Divisions' consideration of equality and diversity; ongoing development of the Health Promoting Health Service; and emerging new strategy development for mental health and maternity services which will be taken forward further in Year Three.

The Health Peer Education project funded by the NHS Greater Glasgow and Clyde NE Sector Health Improvement Team and run by Scottish Refugee Council was evaluated and the **learning evaluation report** disseminated and shared with key stakeholders in May 2015. The evaluation acknowledged the project as an innovative model of health promotion that equips, mobilises and supports refugees as 'Peers', to share knowledge and understanding and plan collective action to maintain healthy lifestyles.

Areas for Development

Input to the Health theme has now been secured from a wider range of Scottish Health sector organisations. The group will focus on identifying areas of development to ensure refugees are included in all health-related strategies.

Refugees' Experiences 2015

The group recognises that it is crucial that the voices of asylum seekers and refugees are heard in the work of New Scots and is fully supportive of the efforts that are being made through the Core Group to ensure that barriers to participation are addressed.

“We have not been aware of any specific initiatives arising from New Scots to address health issues.”

Refugee Women's Strategy Group

Outcome 1
 The planning and delivery of health services in Scotland is informed by the needs of asylum seekers and local communities leading to an increase in integration.

Action
 Scottish Government Health Directorate to confirm participation.

 Quarterly meetings planned through the three years implementation process.

 The integration of health and social care offers important opportunities to mainstream this agenda at regional level.

Progress
 Scottish Government Health Directorate confirmed participation. The group met on 28 January 2016 and discussed:
 • The terms of reference
 • Membership to be extended to other Health personnel and local authorities participating in the Syrian Resettlement Programme.



Next Steps Yr 3
 The strategic group will meet three times and will identify areas of development to ensure refugees are included in all health related strategies.

Action
 Gender-based violence work and the needs of young men to be prioritised.

Progress
 The Scottish Government funded Scottish Refugee Council to support a project which has produced a report to inform the work on Female Genital Mutilation in Scotland.

 Guidelines to help agencies and frontline staff follow best practice are being drafted and the Scottish Refugee Council and NHS Health Scotland have established a consultation process with women affected for the guidance development and for the implementation of the Action Plan.



Next Steps Yr 3
 Information about health outcomes and health and care experiences of asylum seekers and refugees in Scotland will be collated and disseminated to relevant partners for use in HIA and other planning processes.

Action
 Strategic group scopes opportunities for a gendered health needs assessment of asylum seekers and refugees in Scotland so that provision can be increasingly needs led. To be reviewed, on an ongoing basis.

The New Scots Health Group have been involved in consultation with the Home Office on the pre-entry health assessment for UK bound refugees through the resettlement schemes.



Next Steps Yr 3
 Information from ongoing research is provided for Integrated Joint Boards and Health Boards through updates and contributions to local and national strategy developments.

Outcome 2
An understanding of refugee integration pathways is embedded in all health-related strategies leading to more person-centred services.

Action
Refugee Integration Pathway group working to inform wider outcomes e.g. Glasgow SOA. Integration Networks are being encouraged to support public engagement.

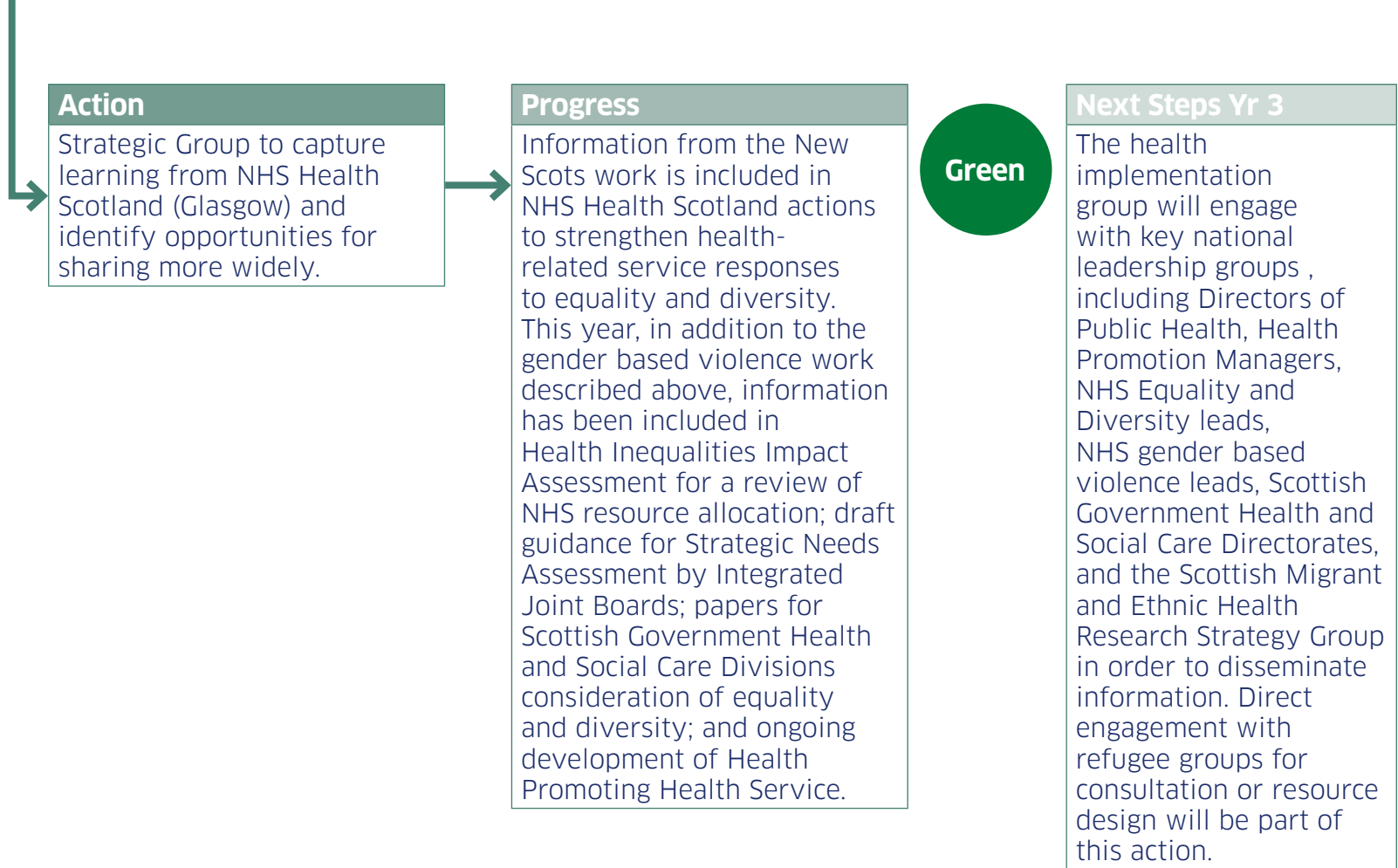
Scottish Refugee Council Health Peer Education project to share learning in the Spring (2015).

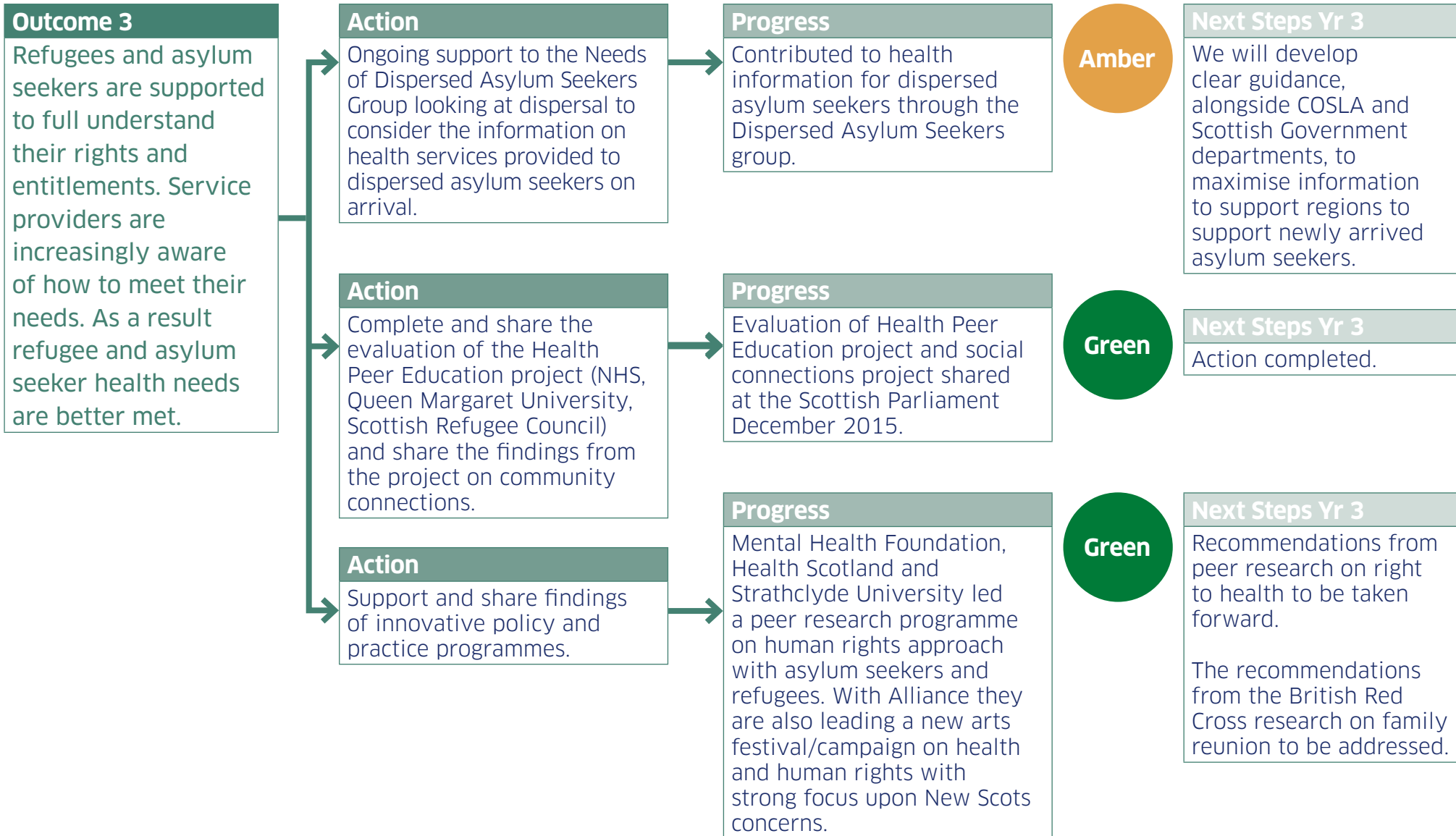
Progress
Maternity Service review undertaken of pregnant women's experiences of maternity services. Health Peer Education project implemented.



Next Steps Yr 3
Information about mental health needs of asylum seekers and refugees will be collated and made available for the development of a new mental health strategy, the review of maternal and neonatal services.

The group will influence other health-related strategies through NHS Health Scotland programmes, formal Health Inequalities Impact Assessment processes, consultation responses and updates for key national leadership groups.





Communities and social connections

Key Achievements and Developments in Year Two

The Communities and Social Connections thematic area covers a very broad range of actions, each of which involves a variety of different stakeholders. The goals of this are for refugees:

- to be able to build social relationships and be involved and active in their local communities;
- to live in communities that are safe, cohesive and, as a result, are welcoming;
- to engage in cultural activities (and that Scottish cultural life reflects the diversity of Scotland); and
- that communities across Scotland have a better understanding of refugees and asylum seekers.

Work has progressed in all areas covered by this section of the strategy.

As well as continuing to support and advise individual and newly-recognised refugees in all aspects of their integration including developing social connections, Scottish Refugee Council ran four community conferences, providing an opportunity for individual refugees to engage with public bodies and improve knowledge and understanding of their rights and entitlements. One of these community conferences was themed around Fairer Scotland. The event involved over 50 refugees, asylum seekers, members of community organisations, third sector organisations and public bodies. It was designed to allow individual refugees and representatives of refugee groups access to the ongoing national conversation, led by the Scottish Government, on how to make a Fairer Scotland.

Refugee Week provides an opportunity for refugees to build social bonds, bridges and links through a cultural programme of national and local events. In 2015, Refugee Week was rebranded as Refugee Festival, due to the expanding programme of events and activities that run beyond one week. One hundred events were held across 10 local authority areas in 57 venues, with 144 cultural partners. Thirty-one refugee-led events and celebrations were supported.

To ensure that refugees live in communities that are safe, Police Scotland has engaged widely with refugees. Police Scotland has developed and delivered a range of training courses and events that equip police officers to be more cognisant of refugee communities and the issues that affect them. Police Scotland has been closely involved in Scottish Government's work on Human Trafficking and FGM.

An action to consider how refugees could benefit from befriending projects has been developed through the piloting of a Health Peer Education project where refugees are trained to advise and support other refugees about health services and healthy living. This model has been considered in other areas to help refugees build social links with other public bodies. The model is also being used as a basis for consideration of a larger-scale pilot across Scotland to support resettled refugees with practical English and to build social connections to their new communities.

Areas for Development

The New Scots Core Group agreed in January that an overarching group should now be set up for this theme of the strategy (there are such groups for each of the other sections of the strategy). To date, the actions in this theme have been led separately by organisations. The first task of the new group will be to review the outcomes and set actions for Year Three of the strategy and to consider the impact of resettlement of refugees to new areas in Scotland.

Scottish Refugee Council began work on reviewing the capacity and aspirations of refugee communities and refugee-assisting groups in Scotland. This work has been expanded to ensure that newly-emerged local groups that have appeared across Scotland as a response to the refugee crisis are also considered. COSLA is also currently identifying support available in each local authority area for refugees arriving through the resettlement scheme and will help contribute to a national picture.

Police Scotland is looking to expand its team of independent community advisors to include people with specialist knowledge and understanding of new and emerging communities.

Refugees' Experiences 2015

Refugee Festival Scotland 2015 had the greatest number of community-led events and celebrations. Refugee and community groups were involved in organising and running these events.

Police Scotland has engaged widely with refugees within the implementation of their actions. Greater Glasgow Police Division's Safer Communities Department has been involved in 18 engagement activities such as delivering talks through Glasgow Clyde College to ESOL students.

Refugee representatives will be invited to participate in the implementation group to consider the actions for Year Three of the strategy.

“The opportunities to share knowledge and experience during the Refugees and the Referendum events, organised by SRC, were very positive. However, we would suggest that there is a need to invest in community development support at grass roots level to develop and nurture effective social connections and integration initiatives. We would also suggest that the experience within Glasgow should be shared across Scotland to assist those areas who are receiving refugees for the first time.”

Refugee Women's Strategy Group

Outcome 1
Refugees are enabled to build social relationships and are involved and active in their local communities.

Action
The Scottish Government will ensure that refugees benefit from national initiatives for equality and community empowerment.

Progress
The Scottish Government has allocated over £1 million to fund organisations working with refugees and asylum seekers in 2015-16.



Next Steps Yr 3
Actions to be discussed and agreed by new implementation group.

Action
The Scottish Government, COSLA and the Scottish Refugee Council to review census data and other data sources to improve knowledge of refugee populations in Scotland.

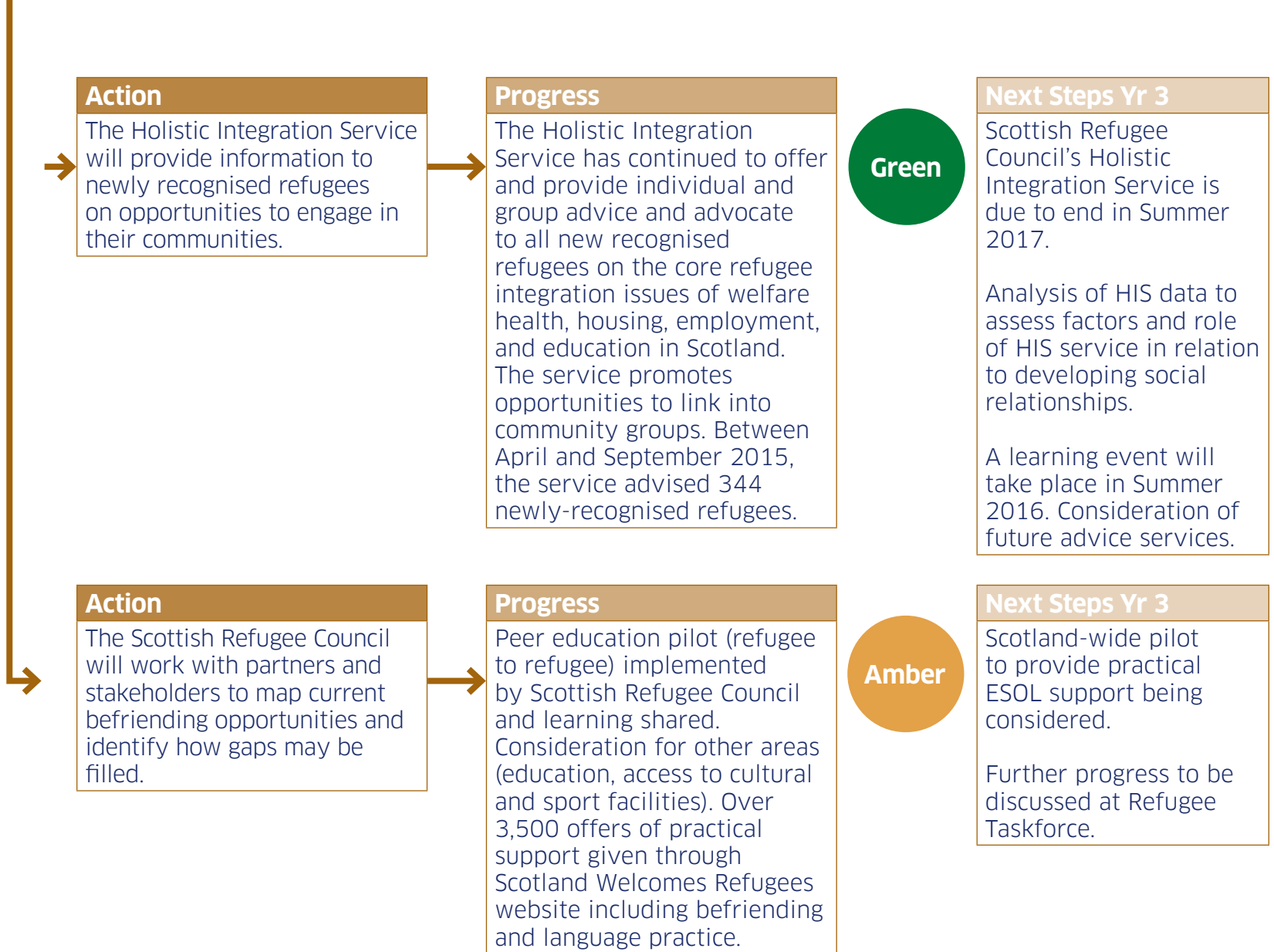
Progress
Scottish Refugee Council is currently working on both of these actions through a review of refugee community and refugee-assisting groups in Scotland. The review is considering: Who and where are refugee and receiving communities?



Next Steps Yr 3
Discussion of findings at event on 17 March.
Review to be completed by end March 2016 and to be presented to the new implementation group.
Actions to be discussed and agreed by new implementation group.

Action
Scottish Refugee Council with stakeholders to map current community groups, faith groups and refugee community organisations in Scotland; availability of community development support; and assessment of gaps in support.

Progress
What are the strengths and support needs of refugee communities? What can be done to address the needs?



Outcome 2
Refugees live in communities that are safe, cohesive and, as a result, are welcoming.

Action
Police Scotland will ensure that any national and local forums/networks concerning refugee interests and issues are included in its National Equality and Diversity Stakeholder Database.

Progress
Police Scotland's Safer Communities Department will act as a hub to advise Police Scotland functions regarding engagement with Equality and Diversity stakeholders rather than pursue an IT platform.

Amber

Next Steps Yr 3
Actions to be discussed and agreed by new implementation group.

Action
Police Scotland will include refugee interests and issues in its Community Engagement and Public Reassurance Strategy.

Progress
A National Community Engagement strategy with action plan is to be developed to identify those at greatest risk and guide officers in meaningful contact.

Amber

Next Steps Yr 3
Development of plan.
Further actions to be discussed and agreed by new implementation group.

Action
Police Scotland will scope the potential benefit of including advisors on issues pertaining to refugee communities within the Police Scotland community advisors scheme.

Progress
Police Scotland has access to advisors who can provide independent advice and assist with informing police officers about the potential needs of specific minority communities. Gaps in specialist knowledge are being pursued.

Amber

Next Steps Yr 3
Information pack will be produced for existing and newly appointed advisors which will provide guidance in relation to the role, expectations and code of conduct.
Further actions to be discussed and agreed by new implementation group.

Action
Police Scotland will ensure that customised training/development for those in 'high-impact' roles at the interface of Police-Community relations equips participants to be more cognisant of refugee communities and some of the particular issues affecting them.

Progress
All new recruits receive training on asylum issues as part of two-day diversity training. Issue based training (FGM, HBV, trafficking) is also delivered. Training event for Divisional Officers on Syrian Resettlement Programme took place in October. Briefing sent to all of Police Scotland officers.

Amber

Next Steps Yr 3
Actions to be discussed and agreed by new implementation group.

Action
Police Scotland will keep under review training and development at all levels to ensure role-specific knowledge and understanding of refugee and asylum issues.

Progress
Safer Communities training has been reviewed. Specific input on refugees delivered by Greater Glasgow Police Division. Following course delivery length of training to be extended.

Amber

Next Steps Yr 3
Actions to be discussed and agreed by new implementation group.

Action
Police Scotland will ensure that its recruitment drives include appropriate targeting of new refugee communities, as part of its strategy of building a workforce reflective of the diverse population of Scotland.

Progress
Police Recruitment has continued to engage with the Bridges project. Police Recruitment is also engaging with a new employability project set up by West of Scotland Regional Equality Council. Community engagement work with refugee migrant communities has also focused on recruitment and barriers.

Amber

Next Steps Yr 3
Actions to be discussed and agreed by new implementation group.

Action

Police Scotland will continue to develop appropriate knowledge, skillsets, and sensitive communications around its gender-based violence priorities, such as human trafficking and Female Genital Mutilation.

Progress

Key developments in this area include: development and participation of Police Scotland in FGM action plan (published February 2016) and front-line guidance; revisions to Police Scotland standard operating procedure for FGM/Honour Based Violence/Forced Marriage; seminar on FGM & Honour Based Violence to 150 police and partner agency staff in December 2015; Human Trafficking & Exploitation (Scotland) Act.

Green

Next Steps Yr 3

Actions to be discussed and agreed by new implementation group.

Outcome 3
Refugees engage in cultural activities and Scottish cultural life reflects the diversity of Scotland.

Action
Refugee Week 2015 is used as a platform for refugees and the communities in which they live to engage in cultural activities and to highlight the contribution that they make to Scottish society.

Progress
Refugee Week rebranded as Refugee Festival Scotland. Approximately 9,000 attendees to 100 events across 10 local authority areas in 57 venues with 144 cultural partners. Increased engagement through offline and online channels.



Next Steps Yr 3
Planning underway for Refugee Festival Scotland. 2016 target of expanding engagement to 16 local authority areas, where Syrian are now resettled. Increased focus on community-led events.

Action
The Scottish Government will consider the participation and inclusion of refugees within the development of Scottish Government-led national events.

Progress
The Scottish Government worked with BEMIS to develop a programme to engage Scotland's multi-cultural communities in the Year of Food and Drink and Scotland's Winter Festivals. This programme focused on BME communities.



Next Steps Yr 3
Actions for 2016 to be discussed and agreed by new group.

Action
Scottish Refugee Council will work with key national cultural and sporting bodies, such as Creative Scotland to ensure they are accessible to refugees and asylum seekers and provide increased opportunities for refugees to participate.

Progress
Discussions with Creative Scotland at the New Scots core group on how cultural projects with refugees can be extended across Scotland.



Next Steps Yr 3
Actions to be discussed and agreed by new group.

Action

Glasgow Life will inform and enable refugees to participate in local cultural and sporting activities in their local communities.

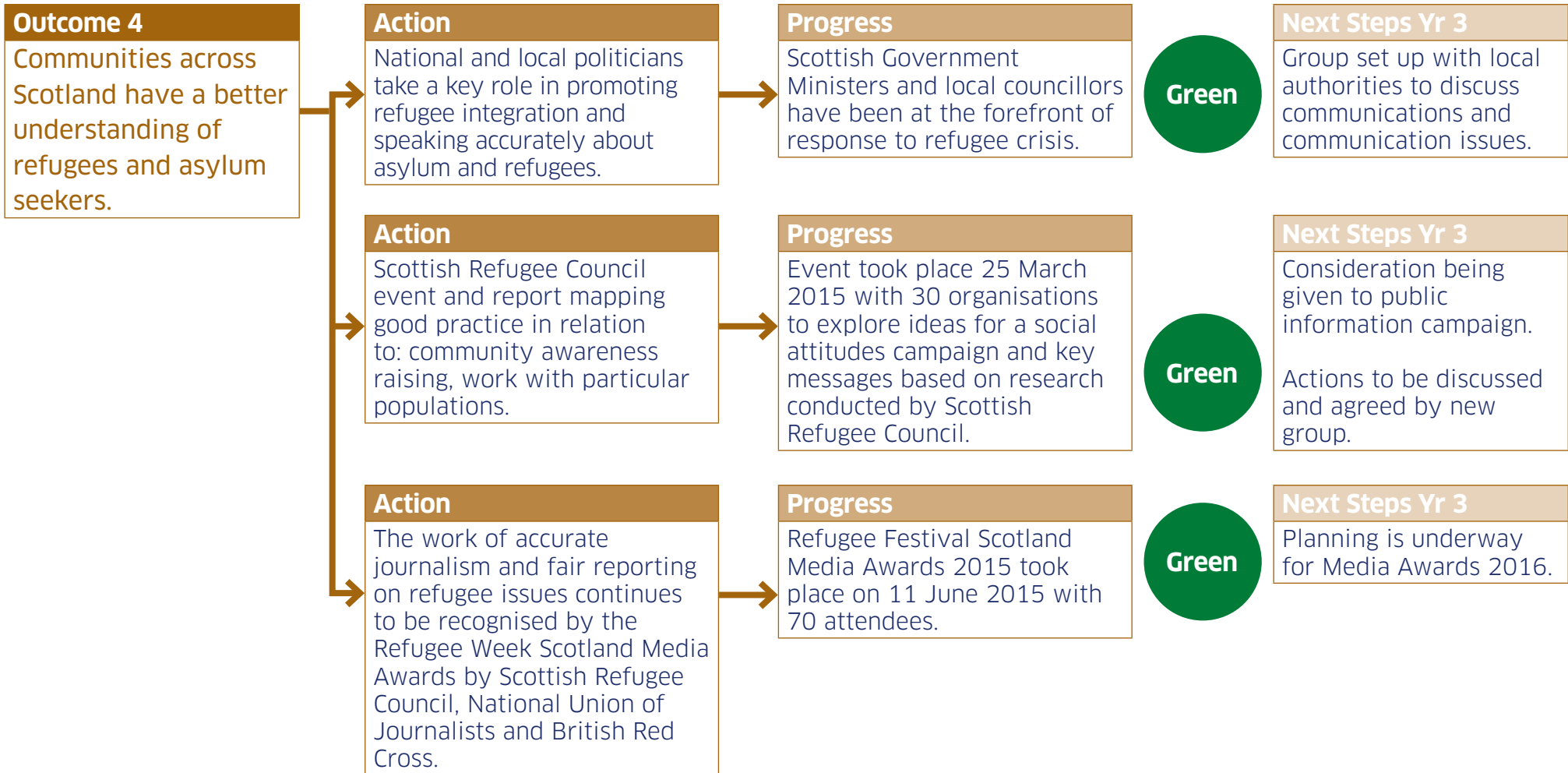
Progress

Glasgow Life has been conducting a review of equalities. Discussions have taken place around peer project to inform and increase participation in cultural estate.

Amber

Next Steps Yr 3

Actions to be discussed and agreed by new group.



ANNEX A: MEMBERSHIP OF GROUPS

MEMBERSHIP OF CORE GROUP

COSLA
Creative Scotland
Department for Work and Pensions
Education Scotland
Glasgow City Council
Glasgow Life
Home Office
Mental Health Foundation
Migrant Help
NHS Greater Glasgow & Clyde Health Board
NHS Health Scotland
Police Scotland
Refugee Women's Strategy Group
Scottish Government (Equality Unit)
Scottish Government (Homelessness Team)
Scottish Refugee Council
Scottish Refugee Policy Forum

DISPERSAL OF ASYLUM SEEKERS

Scottish Refugee Council
Scottish Refugee Policy Forum
Refugee Women's Strategy Group
Glasgow Integration Network Forum
Migrant Help
British Red Cross
Home Office
Serco
COSLA
Scottish Government
Police Scotland
NHS Greater Glasgow and Clyde Health Board
Glasgow City Council
COPFS

HEALTH

Deep End Group
Glasgow Centre for Population Health
NHS Health Scotland
NHS Greater Glasgow & Clyde
Mental Health Foundation
Scottish Refugee Council

EDUCATION

Edinburgh College
Education Scotland
Glasgow City Council – Education Dept
Glasgow City Council – EAL Dept
Glasgow Clyde College
Glasgow ESOL Network
National Union of Students
Refugee Women's Strategy Group
Scottish Funding Council
Scottish Government
Scottish Qualifications Authority
Scottish Refugee Council
Scottish Refugee Policy Forum
Student Award Agency for Scotland (SAAS)
Skills Development Scotland
WEA Scotland
University of Strathclyde Students' Association

HOUSING

Glasgow City Council
Scottish Government (Homelessness Team)
Scottish Refugee Council

EMPLOYABILITY AND WELFARE SUPPORT

Department for Work and Pensions

Scottish Refugee Council

Skills Development Scotland

COMMUNITIES AND SOCIAL CONNECTIONS²

Scottish Refugee Council

Scottish Government

Police Scotland

Refugee Week Steering Group

Glasgow Life

Glasgow Games Organising Committee

British Red Cross

GRAMNET

National Union of Journalists

Refugee Women's Strategy Group

Scottish Refugee Policy Forum

² There has not been an implementation group for this theme but the following groups have been involved in taking the actions forward.



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