

Equality Impact Assessment  
Corporate Assessment Template



<b>Project Title: UK Resettlement Scheme</b>
<b>New: Refugee resettlement pathway</b>

<b>Who is responsible for developing and implementing the Policy/Strategy/Project/Procedure/Service/Function?</b>	
Name: Tom Dodsworth	Job Title: Regional Resettlement Co-ordinator
Service Team: Policy, partnerships and community engagement	Service Area: People & Communities
Assessment Date: 25 February 2020	

**1. What are the objectives of the Policy/Strategy/Project/ Procedure/ Service/Function?**

To work with the Home Office to resettle vulnerable refugees in Cardiff and the Vale of Glamorgan, under the new UK Resettlement Scheme (UKRS), and to provide access to accommodation and integration support for up to five years post-resettlement, in accordance with the statement of requirements set out in the grant Funding Instructions.

**2. Please provide background information on the Project and any research done [e.g. service users data against demographic statistics, similar EIAs done etc.]**

The UK Resettlement Scheme is a new UK Government scheme which is intended to replace the Vulnerable Persons Resettlement Scheme (VPRS) when it reaches its natural end in March 2020, once the resettlement of 20,000 refugees from the Syrian conflict has been completed.

The new, voluntary scheme will build on the success achieved with current schemes and will seek to consolidate the VPRS, Vulnerable Children's Resettlement Scheme and the Gateway Protection Programme.

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The UK Government aims to resettle up to 5,000 of the most vulnerable refugees (to be identified by the UNHCR), during the first year, with voluntary support from Local Authorities.

The scheme will have a wider geographic focus, however, there will be a slow transition away from the current Middle East/North African region, during the first year. No material changes are expected, and all other operational requirements will remain the same (as the VPRS), which will provide certainty to our regional delivery partners.

Cardiff Council, in partnership with the Vale of Glamorgan Council, has participated in the resettlement pathway since May 2016, and has successfully accommodated and supported nineteen families in partnership with statutory, third sector and community-based organisations.

Cabinet will be asked to approve the Authority's continued regional collaboration with the Vale of Glamorgan Council in order to resettle additional families during the first year of the UKRS under the same funding conditions. It is intended that all services provided to customers to support their integration will continue, including the provision of employment, language and casework support.

An EIA was completed in April 2019, to consider the impact of participating in the VPRS for an additional year, and the conclusions of that report have been considered and incorporated herein. This report is also informed by four years of operational experience in delivering resettlement work in Cardiff.

It is not anticipated there will be any material changes to the operational delivery of the new scheme.

### 3 Assess Impact on the Protected Characteristics

#### 3.1 Age

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative/]** on younger/older people?

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	<b>Yes</b>	<b>No</b>	<b>N/A</b>
Up to 18 years	Yes		
18 - 65 years	Yes		
Over 65 years		No	

**Please give details/consequences of the differential impact, and provide supporting evidence, if any.**

The majority of school-aged children have experienced significant gaps in formal education, due to a lack of suitable facilities/services in their country of origin. Most are unable to speak English/Welsh upon arrival in the UK and are behind their peers in their educational development.

Adults of working age face barriers to community integration, including access to employment, due to specific barriers including language, trauma-related mental health, medical health and physical health. Long-term

**What action(s) can you take to address the differential impact?**

Grant funding will be available to all schools to provide support, where required, to address specific learning needs, including special education needs (SEN).

The regional Operations group meets to ensure the needs of all adults are addressed to improve social and economic opportunities and, where necessary, commissions discreet services using the grant funding available to Local Authorities. This includes, for example, the Refugee Employment Support programme.

The Local Authority is required to provide language support to all resettled adults, including translation/interpretation services, and all adults are expected to attend English classes (ESOL) to improve their language skills. Additional grant funding will be available to improve access to ESOL classes and increase capacity, where required. Under the UKRS, all adults will be referred to the REACH project, operated by Cardiff and Vale College, to have their language skills assessed and will be allocated a place in either formal or informal English language classes as appropriate.

**3.2 Disability**

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative]** on disabled people?

	<b>Yes</b>	<b>No</b>	<b>N/A</b>
Hearing Impairment	Yes		
Physical Impairment	Yes		
Visual Impairment	Yes		

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Learning Disability	<b>Yes</b>		
Long-Standing Illness or Health Condition	<b>Yes</b>		
Mental Health	<b>Yes</b>		
Substance Misuse	<b>No</b>		
Other			

**Please give details/consequences of the differential impact, and provide supporting evidence, if any.**

This programme will not impact the wider community; however, resettled refugees may typically have an impairment or disability in one or more of these categories, and therefore regional stakeholders are responsible for ensuring services are accessible and able to respond appropriately to their needs.

**What action(s) can you take to address the differential impact?**

It is intended that resettled refugees will benefit from access to UK Health services to receive treatment that is not available in their country of origin.

Representatives from the University of Wales Local Health Board are represented at both the regional Leadership Group and Operations Group meetings. Grant funding is available to Health services to meet the cost of providing primary and secondary health care to resettled refugees, via a tariff.

Prior to arrival in the UK, a detailed medical health assessment is sent to the Health service for information and advice. All refugees are supported to register with primary health care services upon arrival in the UK, including GP's, dentists and opticians, and to make/attend appointments. Referrals are made to specialist/consultants within secondary healthcare services where appropriate, including mental health services.

**3.3 Gender Reassignment**

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative]** on transgender people?

	<b>Yes</b>	<b>No</b>	<b>N/A</b>
<b>Transgender People</b> (People who are proposing to undergo, are undergoing, or have undergone a process [or part of a process] to reassign their sex by changing physiological or other attributes of sex)		No	

**Please give details/consequences of the differential impact, and provide supporting**

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<b>evidence, if any.</b>
No differential impact is anticipated.
<b>What action(s) can you take to address the differential impact?</b>

**3.4. Marriage and Civil Partnership**

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative]** on marriage and civil partnership?

	Yes	No	N/A
Marriage		No	
Civil Partnership		No	

<b>Please give details/consequences of the differential impact, and provide supporting evidence, if any.</b>
No differential impact is anticipated.
<b>What action(s) can you take to address the differential impact?</b>

**3.5 Pregnancy and Maternity**

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative]** on pregnancy and maternity?

	Yes	No	N/A
Pregnancy	Yes		
Maternity	Yes		

<b>Please give details/consequences of the differential impact, and provide supporting evidence, if any.</b>
The UKRS should have a positive impact since access to appropriate health services is

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not always available in the country of asylum, which places those families at greater risk.

**What action(s) can you take to address the differential impact?**

Service Users who are either pregnant or in maternity will be supported to access primary and secondary healthcare services, by their caseworker, from the moment of arrival in the UK to ensure they receive appropriate medical care. This should improve health outcomes for beneficiaries.

**3.6 Race**

Will this Policy/Strategy/Project//Procedure/Service/Function have a **differential impact [positive/negative]** on the following groups?

	<b>Yes</b>	<b>No</b>	<b>N/A</b>
White	Yes		
Mixed / Multiple Ethnic Groups	Yes		
Asian / Asian British	Yes		
Black / African / Caribbean / Black British	Yes		
Other Ethnic Groups	Yes		

**Please give details/consequences of the differential impact, and provide supporting evidence, if any.**

The UKRS is intended to provide sanctuary to refugees from areas of the world where there is the greatest need for humanitarian protection.

During the first year of the scheme it is likely the majority of refugees will be from the Middle East/North African region, however, there is not enough information to determine the exact ethnicity. It is expected that the UKRS will have a positive differential impact on people that are resettled, regardless of their ethnicity.

No negative differential impact is expected on receiving communities in Cardiff, based on learning from delivery of the VPRS.

**What action(s) can you take to address the differential impact?**

Cardiff is already a diverse population and is a dispersal area for asylum seekers.

South Wales Police is an active member of the regional Leadership Group and

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Operations Group, and is consulted to ensure that properties selected for use in the scheme are in areas that are conducive to successful integration. The Police database is checked to ensure that hate crime is not prevalent, and that community cohesion is strong.

### 3.7 Religion, Belief or Non-Belief

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative]** on people with different religions, beliefs or non-beliefs?

	Yes	No	N/A
Buddhist	Yes		
Christian	Yes		
Hindu	Yes		
Humanist	Yes		
Jewish	Yes		
Muslim	Yes		
Sikh	Yes		
Other	Yes		

#### **Please give details/consequences of the differential impact, and provide supporting evidence, if any.**

Not enough information is yet known about recipients of the UKS to determine their religion, belief or non-belief, however, it is expected the UKRS will have a positive differential impact on people that are resettled in Cardiff.

No negative differential impact is expected on receiving communities in Cardiff, based on learning from delivery of the VPRS.

#### **What action(s) can you take to address the differential impact?**

Beneficiaries of the scheme will be supported by their caseworker to identify an appropriate place of worship upon arrival in Cardiff, which is well placed to accommodate most religions and beliefs.

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**3.8 Sex**

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative]** on men and/or women?

	Yes	No	N/A
Men			N/A
Women			N/A

**Please give details/consequences of the differential impact, and provide supporting evidence, if any.**

No differential impact is anticipated.

**What action(s) can you take to address the differential impact?**

Not applicable.

**3.9 Sexual Orientation**

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative]** on the following groups?

	Yes	No	N/A
Bisexual		No	
Gay Men		No	
Gay Women/Lesbians		No	
Heterosexual/Straight		No	

**Please give details/consequences of the differential impact, and provide supporting evidence, if any.**

No differential impact is anticipated.

**What action(s) can you take to address the differential impact?**

Not applicable.



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### 3.10 Socio-economic Duty

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative]** on the Socio-economic Duty?

	Yes	No	N/A
	Yes		

**Please give details/consequences of the differential impact, and provide supporting evidence, if any.**

Successful, long term integration into local communities is the main focus of the UKRS. Families are given holistic support to regain control of their lives; and to realise their economic aspirations.

Although beneficiaries of the UKRS will have “refugee” status, which means they’re entitled to work and/or claim benefits, they are significantly disadvantaged when it comes to social and economic opportunities due to a range of barriers which prevent access to the labour market.

Despite being highly skilled, many resettled refugees struggle to find employment due to the language barrier; poor mental health; lack of recognised qualifications; and other social factors.

**What action(s) can you take to address the differential impact?**

All working age adults are given bespoke employment support to help them overcome specific barriers to employment, by providing access to training courses, volunteering opportunities, validation of qualifications, and mentoring. Individuals are supported to find sustainable employment opportunities, which will enable them to improve their socio-economic opportunities.

In addition, all beneficiaries have access to English language classes (ESOL).

### 3.11 Welsh Language

Will this Policy/ Strategy/Project/Procedure/Service/Function have a **differential impact (positive/negative)** on the Welsh Language?

	Yes	No	N/A
		No	

**Please give details/ consequences of the differential impact, and provide supporting**

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**evidence, if any.**

No differential impact is anticipated.

**What action(s) can you take to address the differential impact?**

Not applicable.

**4. Consultation and Engagement**

What arrangements have been made to consult/engage with the various Equalities Groups?

The Equalities Officer has reviewed and commented on the EIA.

This is a living document and will be reviewed and updated where an impact, whether positive or adverse, on any group or protected characteristic is expected. This will include feedback received directly from refugees and agencies involved in the delivery of services.

**5. Summary of Actions [Listed in the Sections above]**

<b>Groups</b>	<b>Actions</b>
Age	
Disability	
Gender Reassignment	
Marriage & Civil Partnership	
Pregnancy & Maternity	
Race	
Religion/Belief	
Sex	
Sexual Orientation	
Socio-economic Duty	Bespoke employment to be provided to improve

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	opportunities and to reduce inequalities
Welsh Language	
Generic Over-Arching [applicable to all the above groups]	The regional Operations group will meet to ensure refugees have equal access to services, and to commission discreet services where a differential impact on any of the above characteristics is identified.

#### 6. Further Action

Any recommendations for action that you plan to take as a result of this Equality Impact Assessment (listed in Summary of Actions) should be included as part of your Service Area's Business Plan to be monitored on a regular basis.

#### 7. Authorisation

The Template should be completed by the Lead Officer of the identified Policy/Strategy/Project/Function and approved by the appropriate Manager in each Service Area.

Completed By :	Date:
Designation:	
Approved By:	
Designation:	
Service Area:	

- 7.1 On completion of this Assessment, please ensure that the Form is posted on your Directorate's Page on CIS - *Council Wide/Management Systems/Equality Impact Assessments* - so that there is a record of all assessments undertaken in the Council.

For further information or assistance, please contact the Citizen Focus Team on 029 2087 2536 / 3262 or email [equalityteam@cardiff.gov.uk](mailto:equalityteam@cardiff.gov.uk)