



## Equality Impact and Needs Assessment Form

### A) General Information

**Name of service, function, policy (or other) being assessed**

Procurement of refugee enhanced housing management service

**Directorate or organisation responsible (and service, if it is a policy)**

Adults and Wellbeing

**Date of assessment**

1<sup>st</sup> August 2018

**Names and/or job titles of people carrying out the assessment**

Amy Whiles, Senior Commissioning Officer (migration and communities)

**Accountable person**

Stephen Vickers, Director Adults and Wellbeing

**B) Describe in summary the aims, objectives and purpose of the proposal, including desired outcomes:**

As the initial cohort of resettled refugee families near the end of their second year of resettlement it has been identified that there will be an ongoing need for support with housing management. Therefore it is proposed that a provider is sought to deliver an enhanced housing management service for refugee families during their second and third years of resettlement.

The first cohort (2016/17) of 60 resettled refugees will be coming to the end of their second year of resettlement between November 2018 and June 2019. The second cohort

(2018) of 35 refugees are arriving over the summer of 2018 and will therefore come to the end of their initial year of orientation and support between June and September 2019.

The enhanced housing management considered in this report is designed to enable families sustain their tenancies during the second and third year of their resettlement journey. An invitation to quote process will be followed, in accordance with the council's contract procedure rules, to seek a provider to deliver enhanced housing management support for the third year of resettlement for the 2016/17 cohort and second and third year for the 2018 cohort.

The resettlement of refugee's impacts on the resident population, including refugee families already resettled in Herefordshire under the Syrian Vulnerable Persons Resettlement Scheme (SVRPS) and Vulnerable Children Resettlement Scheme (VCRS), and any potential future refugees, which may include people with any one of the protected characteristics.

The most common characteristics likely to be impacted on are in relation to race, religion or belief and disability.

### **C) Context - describe, in summary;**

<b>The number of people and/or providers that may be affected by the proposal.</b>	<p>There are 68 refugees currently resettled in Herefordshire under the SVRPS and VCRS. This includes adults and children with a variety of impairments relating to their physical and mental wellbeing.</p> <p>The further commitment to refugee resettlement will increase this by a further 27 refugees by the end of September 2018.</p>
<b>What are the values of the contract(s) affected by the proposal? (If appropriate).</b>	Approx. £65k
<b>What are the geographical locations of those that might be affected by the proposal?</b>	Hereford city.

### **D) Who are the main stakeholders in relation to the proposal?**

- a. Herefordshire Council's Adult Wellbeing Directorate

- b. Herefordshire Council's Children Wellbeing Directorate
- b. Health services (e.g. CCG, Wye Valley Healthcare Trust, 2gether Trust)
- c. Refugee families
- d. Community, voluntary and faith groups
- e. Police

## **E) What are the anticipated impacts of the proposal?**

### **Positive impacts**

Further refugee families may be supported in their integration by the established refugee families, helping them to develop their independence so that they have the skills and information required to live independently in the UK by the end of the 5<sup>th</sup> year of their resettlement.

The Home Office provides the local authority with funding to provide services for resettled refugees on government resettlement schemes for up to five years.

The local communities are enriched by a more diverse population.

### **Negative impacts**

Pressures on the housing market. The housing for refugee families is sort from the private rental market, if families were to become destitute they would be eligible to apply for social housing as any other resident would.

Indirect impact / pressures on policing, health, education and community resources.

**F) With regard to the stakeholders identified and the diversity groups set out below;**

	<i>Is there any potential for (positive or negative) differential impact?</i>	<i>Could this lead to adverse impact and if so what?</i>	<i>Can this adverse impact be justified on the grounds of promoting equality of opportunity for one group, or for any other reason?</i>	<i>Please detail what measures or changes you will put in place to remedy any identified adverse impact.</i>
Age	No	No. The procurement approach should not adversely affect people of different ages, refugees are of a wide range of ages.	N/A	N/A
Disability	Yes. The individual needs of any refugees resettled under the SVPRS & VCRS are considered before accepting a case allocation, for example whether there is suitable housing and capacity in the health system for any specialist health issues. The procured service will be involved in ensuring the ongoing housing needs of the refugee families are met through suitable housing.	Yes. Where housing may no longer be suitable families will need to seek alternative housing using the same routes as any other Herefordshire resident and this may take some time to remedy.	Yes. The council would not be fulfilling the requirements of the SVPRS/VCRS if the individual needs of the refugees could not be met, for example wheelchair accessible accommodation, specialist health care not available in Herefordshire requiring long journeys to see specialists.	Any costs associated with adapting properties, social care needs and meeting health needs of those resettled under the SVPRS/VCRS may be reimbursed through Home Office funding.
Race	Yes. The local demographics in	Yes. Being part of a minority race	N/A	Any issues or concerns will be highlighted to police and

	Herefordshire evidence that 6% of the population describe themselves as not White British. Any refugees will be part of a minority ethnic group.	category makes the refugees more vulnerable to racial abuse or discrimination.		community cohesion colleagues as appropriate.  The enhance housing management service for refugees will support the families to appropriately respond to any racial abuse or discrimination they may face.
Religion/ Belief / Non Belief	Yes. The refugee resettlement schemes encompass a range of people from different religious and political backgrounds. The opportunity to meet the religious needs, for example places of worship and specialist food provision is limited in Herefordshire.	Yes. Whilst quantative data is not available it is believed that the Muslim families are in a minority religious category and are therefore more vulnerable to religious abuse or discrimination.	N/A	Any issues or concerns will be highlighted to police and community cohesion colleagues as appropriate.  The enhanced housing management service for refugees will support the families to appropriately respond to any religious abuse or discrimination they may face.
Gender	<i>No data available to allow analysis</i>			
Sexual Orientation	<i>No data available to allow analysis</i>			
Pregnancy / maternity	<i>No data available to allow analysis</i>			

Marital Status	<i>No data available to allow analysis</i>
Gender Reassignment	<i>No data available to allow analysis</i>

### **G) Consultation**

**Please summarise the consultation(s) undertaken with stakeholders regarding this proposal**

None

### **H) Additional information and / or research**

Include here any references or other sources of data that you have used to inform this assessment.

Are there any gaps in your evidence or conclusions that make it difficult for you to quantify the potential adverse impact(s) of this proposal? If yes, please list them here

If you have identified gaps in your evidence or conclusions, how will you explore the proposal in greater depth? Or, if no further action is required, please explain why.

#### **Information and research used:**

- LGA Resettling refugees: support after the first year guide
- Facts and figures Herefordshire
- Feedback from commissioners across the West Midlands via the West Midlands Strategic Migration Partnership forums.