

Equality Impact and Needs Assessment Form

A) General Information

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

Future refugee resettlement

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

Adults and communities

Date of assessment

12th February 2020

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

Amy Whiles, Senior Commissioning Officer

Accountable person

Stephen Vickers, Director Adults and Communities

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

Local Authorities are being asked by the Home Office to consider making a further pledge to accommodate refugees through resettlement programmes. The council have been approached by the Director of Resettlement, Asylum Support and Integration for UK Visas and Immigration to confirm how many refugees Herefordshire will pledge to resettle in 2020-21.

Whilst the Home Office have only announced a resettlement programme for 2020/21 at this time, it is anticipated that future years will bring further resettlement programme

announcements. In light of this several local authorities are exploring a longer term policy approach to refugee resettlement.

A decision is required in respect of Herefordshire's response to refugee resettlement pledge requests by the Home Office between 2020 – 2025.

If a further pledge to resettle refugees is made this will impact on the resident population, including refugee families already resettled in Herefordshire 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;

The number of people and/or providers that may be affected by the proposal.	To date 95 refugees have been resettled in Herefordshire. This included adults and children with a variety of impairments relating to their physical and mental wellbeing. A further commitment to refugee resettlement could see this increase by up to 125 further refugees over a five year period.
What are the values of the contract(s) affected by the proposal? (If appropriate).	N/A
What are the geographical locations of those that might be affected by the proposal?	It is likely that any further resettled would be accommodated in Hereford city or the immediate surrounding area. Although the possible availability of private rental accommodation in market towns will continue to be reviews and if appropriate accommodation may be expanded to market towns.

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

- a. Herefordshire Council Adult and Communities Directorate
- b. Herefordshire Council Children and Families Directorate.
- c. Housing
- d. Health services (e.g. CCG, Wye Valley Healthcare Trust, Mental Health

Services)

e. Refugee families

f. Police

E) What are the anticipated impacts of the proposal?

Positive impacts

Further refugee families could be supported in their integration by the established refugee families to develop their independence so that they have the skills and information required to live independently in the UK by the end of the 5th year of their resettlement.

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

The local communities are enriched by a more diverse population.

Negative impacts

Pressures on the housing market. The housing for refugee families would be sort from the private rental market.

There may be 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 strategic approach should not adversely affect people of different ages, refugees could be of any age.	N/A	N/A
Disability	Yes. The individual needs of any refugees resettled will be considered before accepting a case allocation, for example whether there is suitable housing and capacity in the health system for any specialist health issues.	Yes. Some cases may not be accepted under the resettlement scheme if it is deemed that suitable housing and services to meet needs are not available.	Yes. The council would not be fulfilling the requirements of the resettlement programme 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 can be reimbursed through Home Office funding.
Race	Yes. The local demographics in Herefordshire evidence that 6% of the population describe themselves as	Yes. Being part of a minority race category makes the refugees more vulnerable to racial abuse or	N/A	Any issues or concerns will be highlighted to police and community cohesion colleagues as appropriate.

	not White British. Any further refugee resettlement will be part of a minority ethnic group.	discrimination.		Casework support will support the families to appropriately respond to any racial abuse or discrimination they may face.
Religion/ Belief / Non Belief	Yes. The refugee resettlement scheme would encompass a range of people from different religious and political backgrounds. Those resettled to date have been predominantly of Muslim faith.	Yes. Whilst quantitative 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. Casework support for refugees will enable 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

Strategic Refugee and Asylum meeting, comprising of statutory and voluntary stakeholders.

Feedback from refugee families Home Office evaluation.

Contract monitoring information and feedback from specialist refugee support providers.

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