

Equality Impact Assessment (EIA)

Name of proposal/activity/policy to be assessed: **Integration and Support Provision in Respect of the Government Resettlement Schemes 2022-2027**

Directorate: Directorate of Resources

Service: Policy and Funding

Name: Clare Muir

Job Title: Policy and Voluntary Sector Manager

Date of assessment: 18/03/22

Version History

Version	Reason	Author	Date	Approved By
1	Initiation	J. Redgewell	18/03/22	C. Muir
2	Update	J. Redgewell	08/06/22	C. Muir

Scope your proposal

- **What is the aim of your policy or new service/what changes are you proposing?**

Since 2016, Reading Borough Council has been supporting refugees through the Government's Resettlement programmes. To date, the Council has resettled 10 families/55 individuals and has provided case support to these resettled families through the assistance of an expert service provider.

The contract with the Reading Refugee Support Group ends on 30th November 2022. A re-procurement of case work support to refugees is being undertaken.

The service aims to provide case support to refugees coming from regions of conflict across the globe under the UK Resettlement Scheme (UKRS), Afghan Citizens Resettlement Scheme (ACRS) and Afghan Relocation and Assistance Policy (ARAP). The families are supported to become independent and integrated into the community with tailored support offered by Reading Borough Council. The following needs of the refugees are met under this service:

- a. Housing and housing related support
- b. Health care - including access to primary and secondary care

- c. Education -both adults and children
- d. Social Care
- e. Employment and training
- f. Wellbeing care - clothing, food, including integration into local communities
- g. General orientation - promoting independence

- **Who will benefit from this proposal and how?**

The service will benefit refugees from regions of conflict and instability as well as migrants who have assisted the UK efforts in Afghanistan. The service will assist them in their integration into their new life in the UK.

- **What outcomes does the change aim to achieve and for whom?**

At the end of the programme, it is hoped that the beneficiaries have become self-sufficient and do not depend on the UK Government for financial support. Specifically for this service, the following are the desired outcomes at the end of the 12-month support to the beneficiaries:

Key Performance Indicators	Measurements
All families are met on arrival in the UK	100% of families are met and escorted from the airport
All families are settled into their new home with the essential arrival tasks carried out	100% of accommodation must be ready and available by the date of arrival
All families must be oriented about their accommodation and local area in which they are settled	100% of briefings to be provided within 1 week of arrival
All families shall be provided advice and assistance to register for mainstream benefits and services	<p>100% of briefing to be provided to families in the requirement to be registered with schools within one week of arrival. Registration into schools should take place as soon as possible.</p> <p>100% of adults registering for benefits to be taken to the local Job Centre Plus office for initial assessment within one week of arrival in the UK.</p>
An integration support plan is developed for each family to facilitate their orientation into the community	Each family will have an integration support plan. These shall be developed within one month of arrival and should be reviewed quarterly.

Arrangements must be put in place for the provision of English language classes.	100% of adults to be given the opportunity to access English language provision within one month of arrival.
Arrangements must be put in place for the families' health and wellbeing must be put in place	100% of the families' health, wellbeing and social care are met

- **Who are the main stakeholders and what do they want?**

The main stakeholders are:

1. **The refugees coming from areas of conflict across the globe and migrants who have assisted the UK efforts in Afghanistan** - they need support in their integration into their new life in the UK.
2. **Service Provider** - will provide case support to the beneficiaries with assistance from Reading Borough Council and other key partners
3. **Key partners** - will provide other needed assistance, e.g. ESOL, education for children, health, etc.
4. **Reading Borough Council** - will oversee the implementation of the service delivery

Assess whether an EqlA is Relevant

How does your proposal relate to eliminating discrimination; advancing equality of opportunity; promoting good community relations?

- **Do you have evidence or reason to believe that some (racial, disability, sex, gender, sexuality, age and religious belief) groups may be affected differently than others? Make reference to the known demographic profile of the service user group, your monitoring information, research, national data/reports etc.**

There is NO evidence or reason to believe that some groups may be affected differently than others.

- **Is there already public concern about potentially discriminatory practices/impact or could there be? Make reference to your complaints, consultation, feedback, media reports locally/nationally.**

There is NO public concern about potentially discriminatory practices.

Assess the Impact of the Proposal

Consultation

How have you consulted with or do you plan to consult with relevant groups and experts. If you haven't already completed a Consultation form do it now. The checklist helps you make sure you follow good consultation practice.

[Consultation manager form - Reading Borough Council Dash](#)

Relevant groups/experts	How were/will the views of these groups be obtained	Date when contacted
No consultation needed		

Consultations with the existing service provider and key partners were done through a performance review and needs assessment. Below are the details:

Relevant Groups/Experts	How were the views of these groups obtained	Date when contacted
Reading Refugee Support Group (service provider)	Through a performance review and needs assessment	27 January 2022
NHS Berkshire West	Through a performance review and needs assessment	09 February 2022
Reading Community Learning Centre	Through a performance review and needs assessment	09 February 2022
New Directions College	Through a performance review and needs assessment	09 February 2022
Brighter Futures for Children	Through a performance review and needs assessment	09 February 2022

Collect and Assess your Data

- Describe how this proposal could impact on racial groups
- Is there a negative impact? Yes / No / Not sure

This proposal will have a positive impact to the beneficiaries and the Reading community as a whole. It aims to provide a safe, stable and better quality of life to the beneficiaries. It will impact positively on other racial groups in Reading because it promotes diversity within the community and help towards building balanced communities.

- **Describe how this proposal could impact on Sex and Gender identity (include pregnancy and maternity, marriage, gender re-assignment)**
 - **Is there a negative impact? Yes / No / Not sure**
-

This proposal will impact positively on beneficiaries who might be pregnant as they are provided with a safer place to live in and their health and wellbeing needs are being looked after.

- **Describe how this proposal could impact on Disability**
- **Is there a negative impact? Yes / No / Not sure**

Some of the beneficiaries might have chronic medical conditions or a disability. This proposal will provide a positive impact to the beneficiaries with disabilities as they will be assisted to access suitable housing which meets their medical needs.

- **Describe how this proposal could impact on Sexual orientation (cover civil partnership)**
 - **Is there a negative impact? Yes / No / Not sure**
-

This proposal shall have a positive impact in that support can be provided to ensure single parents and other non-married adult refugees are not treated less favourably than married couples. In addition, support would be given to assist individuals going through relationship problems, for example by referring to counselling services.

- **Describe how this proposal could impact on age**
 - **Is there a negative impact? Yes / No / Not sure**
-

This proposal will provide a positive impact to the beneficiaries as the children will be supported with their education. The adults will also be provided with English language tutorials to help them gain employment.

- Describe how this proposal could impact on Religious belief
 - Is there a negative impact? Yes / No / Not sure
-

It is provided under this proposal that the beneficiaries shall be linked/introduced to the faith/religious groups which they belong to. They shall be able to practice their religion without discrimination.

Make a Decision

If the impact is negative then you must consider whether you can legally justify it. If not you must set out how you will reduce or eliminate the impact. If you are not sure what the impact will be you **MUST** assume that there could be a negative impact. You may have to do further consultation or test out your proposal and monitor the impact before full implementation.

(Delete numbers below which don't apply)

1. No negative impact identified -

Jackylen Redgewell

Completing Officer

Clare Muir

Lead Officer