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Equality Impact Assessment and Consultation

Approved

Approved by Nunn Louise

MAKE CHANGES TO THE FORM

Equality Impact Assessment

Introductory Information

Reference number

386

Proposal type Budget Project**Project name**

Extension of Resettlement Arrangements

Decision Type**Type of decision**

- Cabinet
- Cabinet Committee (e.g. Cabinet Highways Committee)
- Leader
- Individual Cabinet Member
- Executive Director/Director
- Officer Decisions (Non-Key)
- Council (e.g. Budget and Housing Revenue Account)
- Regulatory Committees (e.g. Licensing Committee)

Lead Cabinet Member **Entered on Q Tier** Yes No**Year(s)**

14/15	15/16	16/17	17/18	18/19	19/20	20/21	21/22
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EIA date

31/10/2018

EIA lead **EIA contact** **Lead officer** **Lead Corporate Plan priority**

Thriving Neighbourhoods and Communities

Portfolio, Service and Team

Cross Portfolio

Yes No

Portfolio

Place

Place service(s)

- Business Strategy and Regulation
- City Growth
- Culture and Environment
- Housing and Neighbourhoods Service
- Major Projects
- Repairs and Maintenance Service
- Transport and Facilities Management

Place team(s)

Accommodation and Support Team Service

Is the EIA joint with another organisation (eg NHS)?

No Yes

Brief aim(s) of the proposal and the outcome(s) you want to achieve

Since 2004 Sheffield City Council has resettled refugees under the Gateway Protection Programme and Syrian Vulnerable Persons Scheme.

Sheffield is considered a city of Sanctuary and has successfully resettled Refugees under this programme.

The majority of people that have already been resettled are in Private Rented Accommodation, with some accessing Housing Association Properties and a small number accessing low demand council properties that are hard to reach and accruing rent loss.

In addition Local Authorities have been asked to resettle families under the Vulnerable Childrens Resettlement Scheme. This is under the exact same terms as the Vulnerable Persons Resettlement Scheme, with funding for up to 5 years and in Partnership with Migration Yorkshire. It is proposed that Sheffield agree to resettle a further 151 refugees under the Gateway Protection Programme between March 2019 and May 2020.

It is also proposed that this number is flexible and if further requests are made to resettle families under these schemes that the Director makes a decision to increase this by a small number depending on the availability of properties and the ability of the service to successfully resettle refugees.

Impact

Under the [Public Sector Equality Duty](#) we have to pay due regard to the need to:

- eliminate discrimination, harassment and victimisation
- advance equality of opportunity
- foster good relations

More information is available on the [Council website](#) including the [Community Knowledge Profiles](#).

Note the EIA should describe impact before any action/mitigation. If there are both negatives and positives, please outline these - positives will be part of any mitigation. The action plan should detail any mitigation.

Overview

Overview (describe how the proposal helps to meet the Public Sector Duty outlined above), Supporting Evidence (Please detail all your evidence used to support the EIA)

Sheffield was the first City of Sanctuary, and as a city is proud to welcome asylum seekers and refugees into its neighbourhoods. Continued involvement with GPP, VPRS and VCRS supports this commitment and is a clear signal that Sheffield intends to be a place of safety for those fleeing persecution.

Impacts**Proposal has an impact on**

Health	Age	Disability	Pregnancy/Maternity	Race	Religion/Belief
Sex	Sexual Orientation	Transgender	Carers		
Voluntary/Community & Faith Sectors		Cohesion	Partners		
Poverty & Financial Inclusion			Armed Forces	Other	

Health

Does the Proposal have a significant impact on health and well-being (including effects on the wider determinants of health)?

Yes No

Staff

Yes No

Customers

Yes No

Impact

Positive Neutral Negative

Level

None Low Medium High

Details of impact

Separate funding agreements are to be made between the Home Office and the NHS Sheffield, which will fund the initial patient registration and health screening process which takes place centrally at Mullberry Practice. Additionally, once the refugees are registered with their local general practice a sum of £50.00 per refugee is paid to the practice to facilitate the registration.

Comprehensive Health Impact Assessment being complete

Yes No

Please attach health impact assessment as a supporting document below.

Public Health Leads has signed off the health impact(s) of this EIA

Yes No

Health Lead

**Age**

Staff

Yes No

Impact

Positive Neutral Negative

Level

None Low Medium High

Details of impact

There will be an impact on staff that will result in more work and maybe changes to their tenant profiling in the Communities in their areas.

More training may be required to support staff in becoming more aware of the issues regarding refugees.

Customers

Yes No

Impact

Positive Neutral Negative

Level

None Low Medium High

Details of impact

Negative -

There may be a negative impact on the community where refugees will be placed. This may cause some hostility towards the refugees in certain communities/areas and therefore this may raise issues and some ASB situations may also arise.

Positive -

Refugees will be given an opportunity to settle in a safe environment, this will assist them in becoming part of the community

Disability**Staff**

Yes No

Impact

Positive Neutral Negative

Level

None Low Medium High

Details of impact

There will be an impact on staff that will result in more work and maybe changes to their tenant profiling in the Communities in their areas.

More training may be required to support staff in becoming more aware of the issues regarding refugees.

Customers

Yes No

Impact

Positive Neutral Negative

Level

None Low Medium High

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Positive -

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Pregnancy/Maternity**Staff**

Yes No

Impact

Positive Neutral Negative

Level

None Low Medium High

Details of impact

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Customers

Yes No

Impact

Positive Neutral Negative

Level

None Low Medium High

Details of impact

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Positive -

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Race**Staff**

Yes No

Impact

Positive Neutral Negative

Level

None Low Medium High

Details of impact

There will be an impact on staff that will result in more work and maybe changes to their tenant profiling in the Communities in their areas.

More training may be required to support staff in becoming more aware of the issues regarding refugees.

Customers

Yes No

Impact

Positive Neutral Negative

Level

None Low Medium High

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Positive -

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Religion/Belief

Staff

Yes No

Impact

Positive Neutral Negative

Level

None Low Medium High

Details of impact

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Customers

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Impact

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Positive -

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Sex

Staff

Yes No

Impact

Positive Neutral Negative

Level

None Low Medium High

Details of impact

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More training may be required to support staff in becoming more aware of the issues regarding refugees.

Customers

Yes No

Impact

Positive Neutral Negative

Level

None Low Medium High

Details of impact

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Positive -

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Sexual Orientation**Staff**

Yes No

Impact

Positive Neutral Negative

Level

None Low Medium High

Details of impact

There will be an impact on staff that will result in more work and maybe changes to their tenant profiling in the Communities in their areas.

More training may be required to support staff in becoming more aware of the issues regarding refugees.

Customers

Yes No

Impact

Positive Neutral Negative

Level

None Low Medium High

Details of impact

Negative -

There may be a negative impact on the community where refugees will be placed. This may cause some hostility towards the refugees in certain communities/areas and therefore this may raise issues and some ASB situations may also arise.

Positive -

Refugees will be given an opportunity to settle in a safe environment, this will assist them in becoming part of the community

Transgender**Staff**

Yes No

Impact

Positive Neutral Negative

Level

None Low Medium High

Details of impact

There will be an impact on staff that will result in more work and maybe changes to their tenant profiling in the Communities in their areas.

More training may be required to support staff in becoming more aware of the issues regarding refugees.

Customers

Yes No

Impact

Positive Neutral Negative

Level

None Low Medium High

Details of impact

Negative -

There may be a negative impact on the community where refugees will be placed. This may cause some hostility towards the refugees in certain communities/areas and therefore this may raise issues and some ASB situations may also arise.

Positive -

Refugees will be given an opportunity to settle in a safe environment, this will assist them in becoming part of the community

Carers**Staff**

Yes No

Impact

Positive Neutral Negative

Level

None Low Medium High

Details of impact

There will be an impact on staff that will result in more work and maybe changes to their tenant profiling in the Communities in their areas.

More training may be required to support staff in becoming more aware of the issues regarding refugees.

Customers

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Impact

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Positive -

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Voluntary/Community & Faith Sectors

Staff

Yes No

Impact

Positive Neutral Negative

Level

None Low Medium High

Details of impact

There will be an impact on staff that will result in more work and maybe changes to their tenant profiling in the Communities in their areas.

More training may be required to support staff in becoming more aware of the issues regarding refugees.

Customers

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Impact

Positive Neutral Negative

Level

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Positive -

Refugees will be given an opportunity to settle in a safe environment, this will assist them in becoming part of the community

Cohesion**Staff**

Yes No

Customers

Yes No

Poverty & Financial Inclusion**Staff**

Yes No

Customers

Yes No

Other**Staff**

Yes No

Customers

Yes No

Please specify**Impact**

Positive Neutral Negative

Level

None Low Medium High

Details of impact**Negative -**

There may be a negative impact on the community where refugees will be placed. This may cause some hostility towards the refugees in certain communities/areas and therefore this may raise issues and some ASB situations may also arise.

Positive -

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Supporting Documentation

[Click here to attach a file](#)

Cumulative impact**Proposal has a cumulative impact**

Yes No

Proposal has geographical impact across Sheffield

Yes No

Local Partnership Area(s) impacted

All Specific

Action Plan and Supporting Evidence**Action plan**

Supporting Evidence (Please detail all your evidence used to support the EIA)

The main impacts identified are that the extension of schemes will have a positive equality impact primarily on the BAME communities as all refugees being resettled will be from a BAME background. The programme offers the resettled refugees the only chance of a durable solution to their protracted refugee status. Refugees will also have other protected characteristics which may be relevant to their resettlement needs and this would be addressed as part of the individualised support that they receive, for example, some of the refugees who are resettled may have suffered persecution on the basis of their sexuality or religion. If the programme does not continue in Sheffield and Hull this may have a negative impact on the refugees awaiting resettlement. However, it would not impact on those who are currently involved in the programme as their resettlement support is guaranteed under the current programme arrangements

Consultation**Consultation required**

Yes No

If consultation is not required please state why

The council is not required to carry out a consultation process in respect of these proposals. A formal consultation process has not been carried out.

Are Staff who may be affected by these proposals aware of them

Yes No

Are Customers who may be affected by these proposals aware of them

Yes No

If you have said no to either please say why

Summary of overall impact

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The council has managed a successful programme delivery partnership with Hull City Council and the Refugee Council since 2011. As well as overall management of the programme, the council has also managed the provision of housing and associated tenancy support for the Gateway refugees. The local authority VCF partnership provides excellent quality and value for money services and delivering a further programme going forward will ensure the continuity of the current delivery partnership as well as providing the best housing and resettlement services for new refugees arriving in the City.

The UK has agreed to resettling the most vulnerable Syrian refugees, bringing people to the UK who have fled the war and are temporarily based in neighbouring countries. The VPRS is funded by central government with money provided at a level which funds the Council and its delivery partners to provide services and support to refugees for a period of up to 5 years following arrival in the City.

Summary of evidence

Changes made as a result of the EIA

Escalation plan

Is there a high impact in any area?

Yes No

Overall risk rating after any mitigations have been put in place

High Medium Low None

Review date

Review date

If a review date is specified, it will appear in the 'Upcoming Reviews' view when the EIA review is within 30 days.

Approved

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