


**EQUALITY IMPACT ASSESSMENT – RESETTLEMENT SUPPORT****SECTION ONE: INFORMATION ABOUT THE PROPOSAL**

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<b>Lead Officer:</b> Please note that a Head of Service, Service Director, or Strategic Director must approve the EIA.	Emma Crowther	<b>Signature:</b>		<b>Approval date:</b>	30 <sup>th</sup> May 2023
<b>Overview:</b>	<p>This EIA has been carried out to check that full consideration is being given to the impact of the commissioning of a Resettlement Support service, currently delivered as Refugee Integration and Support Service, on people with protected characteristics under Equality Law. The Business Case sets out the requirement to commission a Resettlement Support Service (formally a Refugee Integration Service known as RIS), to support the smooth resettlement and integration of people with refugee status (or similar) into the community of Plymouth. It recommends the proposed procurement process for the resettlement support service is approved to ensure continuity of provision of an integration and resettlement service.</p> <p>Plymouth has a long and proud history of accepting and settling refugees and asylum seekers (RAS), this is reflected via a commitment in the City Plan to equality and diversity and to promote cohesion to meet our obligations under the Public Sector Equality Duty. Plymouth was designated a 'dispersal city' for asylum seekers under the 1999 Immigration and Asylum Act. There are approximately 350 asylum seekers living in Home Office commissioned dispersal accommodation at any one time. Once an asylum seeker receives a positive decision on their status to remain in the UK they are entitled to rent and can access other statutory housing assistance. Many of these refugees choose to remain in Plymouth. To further our commitment Plymouth has participated in several Home Office managed resettlement schemes enabling a safe passage for many of the most vulnerable people fleeing conflict and persecution. These include the Syrian Vulnerable Person's Scheme (SVPRS), Vulnerable Children's Resettlement Scheme (VCRS), Afghan Relocation and Assistance Policy, (ARAP) Afghan Citizens Resettlement Scheme (ACRS) and Homes for Ukraine (H4U).</p>				

	As the current contract for this service enters its final year the Council is required to re-commission the service. we are aiming for a service that will help service users meet their aspirations and feel socially included, build on their on their assets, skills and attributes to enable them to participate and contribute fully in society. Specific outcomes will include: Improved access to housing and maximization of incomes via welfare benefits, Improved English language acquisition via assistance with accessing ESOL and achieving accredited qualifications, Increased self-sufficiency via employment and community integration, Improved positive health and wellbeing outcomes. The service will be a recognised partnership that is able to contribute towards improved community cohesion within the City and Support other organisations to become more culturally aware and competent when supporting people from refugee communities, offering expertise to help ensure they are accessible and culturally sensitive towards the needs of this cohort including professional advocacy for those people that may have experienced discrimination
<b>Decision required:</b>	Approval required of business case to re-commission the service.

## SECTION TWO: EQUALITY IMPACT ASSESSMENT SCREENING TOOL

<b>Potential external impacts:</b> Does the proposal have the potential to negatively impact service users, communities or residents with protected characteristics?	<b>Yes</b>		<b>No</b>	x
<b>Potential internal impacts:</b> Does the proposal have the potential to negatively impact Plymouth City Council employees?	<b>Yes</b>		<b>No</b>	x
Is a full Equality Impact Assessment required? (if you have answered yes to either of the questions above then a full impact assessment is required and you must complete section three)	<b>Yes</b>		<b>No</b>	x
If you do not agree that a full equality impact assessment is required, please set out your justification for why not.				
The justification is that as summarised in the overview some of the key aims of the service will be to ensure that people with protected characteristics in particular around race and religion are provided with support interventions that will empower them to feel more confident in settling into their new home town. The service will be particularly culturally sensitive to the needs of women who may come from countries within Africa and the Middle				

East, providing them with support and opportunities in single sex spaces where appropriate. Service requirements include initiatives that help to foster better understanding between different communities, aiming for better cohesion and mutual respect and understanding reducing racial tensions

### SECTION THREE: FULL EQUALITY IMPACT ASSESSMENT

Protected characteristics (Equality Act, 2010)	Evidence and information (e.g. data and consultation feedback)	Adverse impact	Mitigation activities	Timescale and responsible department
<b>Age</b>	<p>All data is from the 2011 Census except for age and sex which has been updated with 2021 data. Data will be updated with the 2021 Census data as it becomes available.</p> <p>Plymouth</p> <ul style="list-style-type: none"> <li>• 16.4 per cent of people in Plymouth are children aged under 15.</li> <li>• 65.1 per cent are adults aged 15 to 64.</li> <li>• 18.5 percent are adults aged 65 and over.</li> <li>• 2.4 percent of the resident population are 85 and over.</li> </ul> <p>South West</p> <ul style="list-style-type: none"> <li>• 15.9 per cent of people are aged 0 to 14, 61.8 per cent are aged 15 to 64.</li> <li>• 22.3 per cent are aged 65 and over.</li> </ul> <p>England</p> <ul style="list-style-type: none"> <li>• 17.4 per cent of people are aged 0 to 14.</li> <li>• 64.2 per cent of people are aged 15 to 64.</li> </ul>	No adverse impacts are anticipated.		

	<ul style="list-style-type: none"> <li>18.4 per cent of people are aged 65 and over.</li> </ul> <p>(2021 Census)</p>			
<b>Disability</b>	<p>9.4 per cent of residents in Plymouth have their activities limited 'a lot' because of a physical or mental health problem.</p> <p>12.2 per cent of residents in Plymouth have their activities limited 'a little' because of a physical or mental health problem (2021 Census)</p>	No adverse impacts are anticipated, the service will be person centred and meet different needs of service users.		
<b>Gender reassignment</b>	0.5 per cent of residents in Plymouth have a gender identity that is different from their sex registered at birth. 0.1 per cent of residents identify as a trans man, 0.1 per cent identify as non-binary and, 0.1 per cent identify as a trans women (2021 Census).	No adverse impacts are anticipated		
<b>Marriage and civil partnership</b>	<p>40.1 per cent of residents have never married and never registered a civil partnership. 10 per cent are divorced, 6 percent are widowed, with 2.5 per cent are separated but still married.</p> <p>0.49 per cent of residents are, or were, married or in a civil partnerships of the same sex. 0.06 per cent of residents are in a civil partnerships with the opposite sex (2021 Census).</p>	No adverse impacts are anticipated		
<b>Pregnancy and maternity</b>	The total fertility rate (TFR) for England was 1.62 children per woman in 2021. The total fertility rate (TFR) for Plymouth in 2021 was 1.5.	No adverse impacts are anticipated		

<b>Race</b>	<p>In 2021, 94.9 per cent of Plymouth's population identified their ethnicity as White, 2.3 per cent as Asian and 1.1 per cent as Black (2021 Census)</p> <p>People with a mixed ethnic background comprised 1.8 per cent of the population. 1 per cent of the population use a different term to describe their ethnicity (2021 Census)</p> <p>92.7 per cent of residents speak English as their main language. 2021 Census data shows that after English, Polish, Romanian, Chinese, Portuguese, and Arabic are the most spoken languages in Plymouth (2021 Census).</p>	<p>No adverse impacts are anticipated. The service will be commissioned to provide refugee awareness training and community cohesion work. They will also link service users with existing faith and cultural communities in Plymouth</p>		
<b>Religion or belief</b>	<p>48.9 per cent of the Plymouth population stated they had no religion. 42.5 per cent of the population identified as Christian (2021 Census).</p> <p>Those who identified as Muslim account for 1.3 per cent of Plymouth's population while Hindu, Buddhist, Jewish or Sikh combined totalled less than 1 per cent (2021 Census).</p>	<p>No adverse impacts are anticipated. Service providers will be required to be third party reporters for hate crime and can help support families and raise awareness of how to report incidents.</p> <p>The service will be commissioned to provide refugee awareness training and community cohesion work. They will also link families with existing faith and cultural communities in Plymouth</p>	<p>Plymouth has a Muslim population from a range of diverse national backgrounds. There are two Mosques offering prayer and other facilities. There are also a number of shops with halal provision.</p> <p>There are numerous churches in Plymouth that have a congregation from a range of diverse national backgrounds</p>	
<b>Sex</b>	<p>51 per cent of our population are women and 49 per cent are men (2021 Census).</p>	<p>No adverse impacts are anticipated. Cultural practices may differ between countries of origin and the UK. These</p>		

		will be addressed through sensitive integration support.		
<b>Sexual orientation</b>	88.95 per cent of residents aged 16 years and over in Plymouth describe their sexual orientation as straight or heterosexual. 2.06 per cent describe their sexuality as bisexual, 1.97 per cent of people describe their sexual orientation as gay or lesbian. 0.42 per cent of residents describe their sexual orientation using a different term (2021 Census).	No adverse impacts are anticipated.		

#### SECTION FOUR: HUMAN RIGHTS IMPLICATIONS

Human Rights	Implications	Mitigation Actions	Timescale and responsible department
	No adverse impacts are anticipated.		

#### SECTION FIVE: OUR EQUALITY OBJECTIVES

Local priorities	Implications	Timescale and who is responsible
<b>Celebrate diversity and ensure that Plymouth is a welcoming city.</b>	Many people supported by the service will be from Middle Eastern and African countries so taking the decision to re commission this type of service the Council is remaining consistent with its values as Welcoming City and an area that celebrates and encourages people of different backgrounds, faiths and experiences.	The integration work we will be commissioning will ensure that families and individuals are supported and encouraged to engage positively with the wider community. It will also seek to address any cultural norms of service users which may not be consistent with norms within the UK e.g. LQBT and right of women to work with peer to peer support networks.

<p><b>Pay equality for women, and staff with disabilities in our workforce.</b></p>	<p>Service will support women who may have child care responsibilities which may impact their ability to enter the workplace in the short-term.</p>	<p>All commissioned services will be required to sign our Equality and Diversity policy, including a commitment to equal pay between genders.</p>
<p><b>Supporting our workforce through the implementation of Our People Strategy 2020 – 2024</b></p>		
<p><b>Supporting victims of hate crime so they feel confident to report incidents, and working with, and through our partner organisations to achieve positive outcomes.</b></p>	<p>There is potential for individuals and families supported by the service to feel isolated and to be the target of racism and hostility based on current tension around immigration and security.</p> <p>Post the Brexit referendum neighbourhood surveys conducted indicate a decline in local community cohesion rates.</p>	<p>Service providers will be required to be third party reporters for hate crime and can help support families and raise awareness of how to report incidents.</p>
<p><b>Plymouth is a city where people from different backgrounds get along well.</b></p>	<p>Immigration is currently viewed negatively by a majority of UK residents (79%). Previously there has been significant public support for the relocation of foreign national civilians to the UK who have been employed by the Ministry of Defence and armed forces in recognition of the commitment and bravery shown often in challenging and dangerous situation.</p> <p>Post the Brexit referendum neighbourhood surveys conducted indicate a decline in local community cohesion rates.</p>	<p>Service will help Council promote engagement with the local community, including the Arabic-speaking and Muslim communities as part of the wider Welcoming City, hate crime incidents and community cohesion work. Any tensions will be monitored and responded to as required.</p>
<p><b>Human rights</b> Please refer to <a href="#">guidance</a></p>	<p>Article 2 – right to life - everyone’s right to life shall be protected by law.</p> <p>Article 3 of the HRA states that no-one shall be subjected to torture or to inhuman or degrading treatment or punishment.</p>	<p>The government has stated that they want to remove the incentive to attempt risky sea crossings of refugees and migrants. Commissioning this service</p>

	<p>Article 9 of the HRA protects Freedom of Thought, Conscience and Religion. This right includes freedom to manifest religion or belief, in worship, teaching, practice and observance.</p> <p>Article 2 of the First Protocol: Right to education</p>	<p>promotes protection of the right to life.</p> <p>Service users may have been subjected to torture. Service will ensure that this is taken in account in health and social care assessments.</p> <p>Service will liaise with local places of worship about their ability to accommodate new worshipers and enable participants to fully practise any religion or belief they hold in Plymouth.</p> <p>Right to education service will work with the Council admissions team and the education, participation and skills team to ensure that children are allocated places at school within a reasonable timeframe. Will help support adults to access ESOL classes and may support the provision of a crèche facility and women's only classes.</p>
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