


## EQUALITY IMPACT ASSESSMENT – LAHF 2

### SECTION ONE: INFORMATION ABOUT THE PROPOSAL

<b>Author(s):</b> This is the person completing the EIA template.	Ruth Tune-Holmes	<b>Department and service:</b>	Community Connections	<b>Date of assessment:</b>	5 <sup>th</sup> September 2023
<b>Lead Officer:</b> Please note that a Head of Service, Service Director, or Strategic Director must approve the EIA.	Jackie Kings	<b>Signature:</b>		<b>Approval date:</b>	5 <sup>th</sup> September 2023
<b>Overview:</b>	<p>The Council has a statutory duty to support people who are homeless or threatened with homelessness.</p> <p>Access to good quality and affordable settled accommodation remains challenging in Plymouth. With LHA rates tied to the CPI rather than market rents; means there is a growing gulf between LHA rates and the market.</p> <p>Plymouth has very high numbers of homeless families in temporary accommodation, in B&amp;B's, hostels, and shared house type temporary accommodation, accessed through the Plymouth Alliance. There are also high numbers of Afghan families in hotels who are at risk of homelessness</p> <p>Plymouth City Council will use the capital grant and its own service borrowing to purchase 10 family homes, comprising of 8 units for Afghan families and 2 units for Homeless Families. All properties will be used as temporary accommodation</p>				
<b>Decision required:</b>	To approve the EIA as part of the overall Local Authority Homes Fund Round 2 approval				

**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.				

**SECTION THREE: FULL EQUALITY IMPACT ASSESSMENT**

<b>Protected characteristics (Equality Act, 2010)</b>	<b>Evidence and information (e.g. data and consultation feedback)</b>	<b>Adverse impact</b>	<b>Mitigation activities</b>	<b>Timescale and responsible department</b>
<b>Age</b>	Plymouth <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>	All individuals relocated to the UK will have the opportunity to seek full citizenship and are likely to have enhanced life chances, with support for their social and medical care needs.  Schools receive additional funding of £4500 for children	Not needed	Ongoing, Community Connections

	<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> <li>• 18.4 per cent of people are aged 65 and over.</li> </ul> <p>(2021 Census)</p>	<p>aged 4+ who arrive via the scheme. £2500 is available for children aged 3-4 on arrival. Funding has also allowed for childcare facilities to be available for pre-school age children to enable parents to attend English classes.</p> <p>Where necessary older participants will be referred to Adult Social Care.</p>		
<p><b>Care experienced individuals</b> (Note that as per the Independent Review of Children’s Social Care recommendations, Plymouth City Council is treating care experience as though it is a protected characteristic).</p>	<p>It is estimated that 26 per cent of the homeless population in the UK have care experience. In Plymouth there are currently 7 per cent of care leavers open to the service (6 per cent aged 18-20 and 12 per cent of those aged 21+) who are in unsuitable accommodation.</p> <p>The Care Review reported that 41 per cent of 19-21 year old care leavers are not in education, employment or training (NEET) compared to 12 per cent of all other young people in the same age group.</p> <p>In Plymouth there are currently 50 per cent of care leavers aged 18-21 Not in Education Training or Employment (54 per cent of all those care leavers aged 18-24 who are open to the service).</p> <p>There are currently 195 care leavers aged 18 to 20 (statutory service) and 58 aged 21 to 24</p>	<p>No</p>	<p>Monitoring of lettings and related services to families who are care experienced</p>	<p>Ongoing, Community Connections</p>

	(extended offer). There are more care leavers aged 21 to 24 who could return for support from services if they wished to.			
<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> <p>Some families may have significant medical and social care needs. It is possible that some may also experience PTSD or be assessed as having SEND needs after arrival in the UK.</p>	<p>No</p> <p>Some participants may require medical and social care. Children may have special needs that require support in mainstream schools. Education funding is provided by the tariff and additional costs can be claimed for where SEND is identified in the first 12 months.</p> <p>Additional costs for medical, educational and social care costs identified in the first year can be claimed over and above the standard tariff rate provided by the Scheme.</p>	<p>A partnership with health and social care colleagues will be established to assess all medical and social care needs in advance and which will then be met upon arrival.</p> <p>We do not anticipate any difficulty in meeting the needs of the dispersed families and are able to decline cases whose needs could not be met in Plymouth.</p> <p>Services have also been identified that can provide early intervention mental health support or support for young and adult carers This will be monitored through letting arrangements</p>	Ongoing, Community Conenctions
<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).	<p>No</p> <p>If participants fall within this category, existing support services will be made available.</p>	Not applicable	Not applicable

<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>	<p>No</p>	<p>Not applicable</p>	<p>Not applicable</p>
<b>Pregnancy and maternity</b>	<p>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.</p>	<p>No</p>	<p>Not applicable</p>	<p>Not applicable</p>
<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>Afghan nationals will most likely identify their ethnicity as Asian Other.</p>	<p>No</p> <p>The impact of the decision will be to give Afghan LES an opportunity to apply for citizenship and create a stable home in the UK.</p> <p>There is potential for refugees to feel isolated and to be the target of racism and hostility based on current tension around immigration and security.</p> <p>Interpretation support and English classes will be provided.</p>	<p>We are seeking to address the potential for isolation and Islamophobia as part of wider COUNCIL strategy, including funding recently received via the Controlling Migration Fund and work undertaken by the Safer Communities Plymouth Board. Many of the wider Refugee and Asylum Seeker support providers are also third party reporters for hate crime and can help support families and raise</p>	<p>Ongoing, Community Connections</p>

			awareness of how to report incidents.	
<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</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> <p>There is the potential for Refugees to feel isolated and to be the target of Islamophobia and other race related Hate crimes.</p>	This will be monitored through letting arrangements	Ongoing, Community Connections
<b>Sex</b>	<p>51 per cent of our population are women and 49 per cent are men (2021 Census).</p>	<p>No</p> <p>Cultural practices may differ between countries of origin and the UK. These will be</p>		Ongoing, Community Connections

		addressed through our integration work		
<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 If participants fall within this category, existing support services will be made available.		Ongoing, Community Connections

#### SECTION FOUR: HUMAN RIGHTS IMPLICATIONS

Human Rights	Implications	Mitigation Actions	Timescale and responsible department
	<p>Plymouth City Council recognises Article 14 of the Human Rights Act – The right to receive Equal Treatment and prohibits discrimination including sex, race, religion and economic and social status in conjunction with the Equalities Act which includes age and disability.</p> <p>All staff and service users will be treated fairly and their human rights will be respected.</p> <p>No adverse impact on human rights has been identified.</p>		<p>Our participation promotes protection of the right to life.</p> <p>Scheme participants may have been subjected to torture. We will ensure that this is taken in account in health and social care assessments.</p> <p>Whilst this does not amount to a duty to make provision for someone to practice their faith we will have an early conversation with local places of worship about their ability to accommodate new worshipers and enable scheme participants to fully</p>

			<p>practise any religion or belief they hold in Plymouth.</p> <p>Right to education – all children arriving via the Scheme will be automatically entitled to mainstream education. We will work with the admissions team and the education, participation and skills team to ensure that children are allocated places at school within a reasonable timeframe. Places will be allocated with due regard to impact on the local area. Adults arriving on the scheme will be entitled to access ESOL classes and money provided by the Scheme will support the provision of a crèche facility and women’s only classes.</p>
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**SECTION FIVE: OUR EQUALITY OBJECTIVES**

Equality objectives	Implications	Mitigation Actions	Timescale and responsible department
<b>Celebrate diversity and ensure that Plymouth is a welcoming city.</b>	Afghanistan is a predominantly Muslim country, it is anticipated that the majority of those relocated will be Muslims and will most likely identify their race as Asian Other.	Not applicable	The integration work we will be commissioning will ensure that families are supported and encouraged to engage positively with the wider



	<p>By taking the decision to participate in the Scheme 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.</p>		<p>community. Further projects undertaken by the Controlling Migration Fund will specifically look at improving community cohesion within neighbourhoods and across communities will further support this week.</p> <p>We will also seek to address any cultural norms of those arriving via the Scheme which may not be consistent with norms within the UK e.g. LGBTQ+ rights and right of women to work with peer to peer support networks.</p>
<p><b>Pay equality for women, and staff with disabilities in our workforce.</b></p>	<p>Women arriving via the scheme may initially have low levels of English, which impacts their ability to go into skilled work. Many of the women arriving on the scheme will have childcare responsibilities which may impact their ability to enter the workplace in the short-term.</p> <p>The Scheme will fund employment of Council staff and staff within commissioned services to deliver the scheme requirements.</p>	<p>Not applicable</p>	<p>Plymouth City Council has reported a Gender Pay Gap of 2.6 per cent with a median pay gap of 3.3 per cent in favour of women. Staff employed to support the scheme will be paid according to local authority banded scales to ensure equal pay rates. All commissioned services funded by the Scheme will be required to sign our Equality and Diversity policy, including a commitment to equal pay between genders.</p>

			Individuals arriving on the scheme will receive an Independent Advice and Guidance session on arrival to discuss future employment. This will include setting out rights and raising awareness of being an employee in the UK
<b>Supporting our workforce through the implementation of Our People Strategy 2020 – 2024</b>	<p>The Principal Applicants arriving via the ARAP Scheme will have been employed in Afghanistan by the Ministry of Defence and will have a unique and varied range of skills and experience. We are anticipating that English levels will be higher than some of the other migrants and refugees arriving into the city.</p> <p>There may be opportunities with the Council for people with existing skill set as well as potential to participate in future access programmes, including work experience, paid internships and graduate programme.</p>	Not applicable	As an employer we have committed to signing the Race at Work charter and to create a vibrant employee equality, diversity and inclusivity group with regular seminars
<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>There is potential for individuals and families arriving via the Scheme 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>	Not applicable	Many of the wider Refugee and Asylum Seeker support providers are third party reporters for hate crime and can help support families and raise awareness of how to report incidents. Scheme funding supports events such as respect Festival, International Women's Day and Hope Festival. The Diverse Communities Team at Devon and Cornwall Police will attend all of these

			events to educate families further.
<b>Plymouth is a city where people from different backgrounds get along well.</b>	<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>The government has stated that one scheme aim is to remove the incentive to attempt risky crossings of the Eastern Mediterranean. Our participation promotes protection of the right to life.</p>