

EQUALITY IMPACT ASSESSMENT – COMMITMENT ON CAP TO RESETTLE THOSE THROUGH HOME OFFICE SAFE AND LEGAL ROUTES IN 2025

SECTION ONE: INFORMATION ABOUT THE PROPOSAL

Author(s): This is the person completing the EIA template.	Jessica Dann	Department and service:	Community Connections, People Directorate	Date of assessment:	29 November 2023
Lead Officer: Please note that a Head of Service, Service Director, or Strategic Director must approve the EIA.	Gary Walbridge	Signature:	Approved via email	Approval date:	29 November 2023
Overview:					
Decision required:	<p>Agree in principle that Plymouth City Council will support the Home Office to set a cap on the number of persons arriving via safe and legal routes currently defined by the United Kingdom Resettlement Scheme (UKRS) and the Afghan Citizens Resettlement Scheme (ACRS).</p> <p>Agree in principle that Plymouth City Council will resettle up to 30 people in 2025. This will be reviewed during 2024 to ensure that we will not be placing too greater pressure on the local housing market.</p>				

SECTION TWO: EQUALITY IMPACT ASSESSMENT SCREENING TOOL

Potential external impacts: Does the proposal have the potential to negatively impact service users, communities or residents with protected characteristics?	Yes		No	X
Potential internal impacts:	Yes		No	X

Does the proposal have the potential to negatively impact Plymouth City Council employees?				
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)	Yes	X	No	
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

Protected characteristics (Equality Act, 2010)	Evidence and information (e.g. data and consultation feedback)	Adverse impact	Mitigation activities	Timescale and responsible department
Age	<p>Plymouth</p> <ul style="list-style-type: none"> 16.4 per cent of people in Plymouth are children aged under 15. 65.1 per cent are adults aged 15 to 64. 18.5 percent are adults aged 65 and over. 2.4 percent of the resident population are 85 and over. <p>South West</p> <ul style="list-style-type: none"> 15.9 per cent of people are aged 0 to 14, 61.8 per cent are aged 15 to 64. 22.3 per cent are aged 65 and over. <p>England</p>	<p>No.</p> <p>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.</p> <p>Schools receive additional funding of £4500 for children 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>		

	<ul style="list-style-type: none"> • 17.4 per cent of people are aged 0 to 14. • 64.2 per cent of people are aged 15 to 64. • 18.4 per cent of people are aged 65 and over. <p>(2021 Census)</p>	<p>Where necessary older participants will be referred to Adult Social Care.</p>		
<p>Care experienced individuals (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 (extended offer). There are more care leavers aged 21 to 24 who could return for support from services if they wished to.</p> <p>All children will be accompanied through these resettlement schemes by parents or legal guardians. There is not an expectation</p>	<p>It is anticipated that all children will be accompanied on these schemes.</p> <p>If it is identified that there are safeguarding concerns within households during the support period then Children’s Social Services will be engaged through safeguarding referral processes.</p>	<p>Resettlement Support Service will have safeguarding processes in place and all staff within the service will be appropriately trained to identify any safeguarding concerns.</p>	

	that the schemes will be used as an alternative pathway for unaccompanied children.			
Disability	<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>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. 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.</p>	
Gender reassignment	<p>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>	<p>No.</p> <p>If participants fall within this category, existing support services will be made available</p>	<p>Prior to arrival if we are aware that any resettled person has this characteristic the Resettlement Support Service will reach out to other relevant services to develop a support plan.</p>	
Marriage and civil partnership	<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</p>			

	sex. 0.06 per cent of residents are in a civil partnerships with the opposite sex (2021 Census).			
Pregnancy and maternity	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.			
Race	<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.</p> <p>The impact of the decision will be to give resettled persons an opportunity to apply for citizenship and create a stable home in the UK.</p> <p>There is potential for resettled persons 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 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 awareness of how to report incidents.</p>	
Religion or belief	<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. There are numerous churches in Plymouth that have a congregation from a range of diverse national backgrounds. There is the potential for Refugees to feel isolated and to</p>	<p>We are seeking to address the potential for isolation and Islamophobia as part of wider Council strategy and work undertaken by the Safer 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 awareness of how to report incidents.</p>	

		be the target of Islamophobia and other race related Hate crimes.	The Resettlement Support Service is commissioned to provide refugee awareness training and community cohesion work. They will also link families with existing faith and cultural communities in Plymouth.	
Sex	51 per cent of our population are women and 49 per cent are men (2021 Census).	No. Cultural practices may differ between countries of origin and the UK. These will be addressed through our integration work.		
Sexual orientation	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.	Prior to arrival if we are aware that any resettled person has this characteristic the Resettlement Support Service will reach out to other relevant services to develop a support plan.	

SECTION FOUR: HUMAN RIGHTS IMPLICATIONS

Human Rights	Implications	Mitigation Actions	Timescale and responsible department

SECTION FIVE: OUR EQUALITY OBJECTIVES

Equality objectives	Implications	Mitigation Actions	Timescale and responsible department

<p>Celebrate diversity and ensure that Plymouth is a welcoming city.</p>	<p>The UKRS is a global resettlement scheme and we expect that many of those resettled will be from Middle East and Northern Africa. 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. 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>The Resettlement Support Service will have specific outcomes around ensuring that mainstream services are able to adapt to be friendly and welcoming towards resettled persons. The integration work we will be commissioning will ensure that families are supported and encouraged to engage positively with the wider community. 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>Pay equality for women, and staff with disabilities in our workforce.</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 child care responsibilities which may impact their ability to enter the workplace in the short-term. The Scheme will fund employment of Council staff and staff within commissioned services to deliver the scheme requirements.</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. Individuals arriving on the scheme will receive referrals into employment programmes and work specific ESOL classes. This will include setting out rights and raising awareness of being an employee in the UK.</p>	

<p>Supporting our workforce through the implementation of Our People Strategy 2020 – 2024</p>	<p>We are anticipating that English levels may range across the resettled persons depending on their background. 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 and volunteering where appropriate.</p>	<p>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</p>	
<p>Supporting victims of hate crime so they feel confident to report incidents, and working with, and through our partner organisations to achieve positive outcomes.</p>	<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. Post the Brexit referendum neighbourhood surveys conducted indicate a decline in local community cohesion rates.</p>	<p>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.</p>	
<p>Plymouth is a city where people from different backgrounds get along well.</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. Post the Brexit referendum neighbourhood surveys conducted indicate a decline in local community cohesion rates.</p>	<p>Numbers involved in the scheme will be controlled and so the local impact is likely to be minimal. Proactively promoting the scheme may be inappropriate considering the vulnerability of participants. However, Plymouth City Council would embed reference to this group in wider myth busting work on Migrants, Asylum Seekers and Refugees. We will promote engagement with the local community, including the Arabic-speaking and Muslim communities as part of our wider Welcoming City, hate crime incidents and community cohesion work. Any</p>	

		tensions will be monitored and responded to as required.	
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