

Title of proposed EIA	Afghan Interpreters Relocation Scheme
Reference No	EQUA718
EA is in support of	New Service
Review Frequency	Annually
Date of first review	01/07/2022
Directorate	Adults Social Care
Division	Commissioning
Service Area	Refugees & Migration
Responsible Officer(s)	<input type="checkbox"/> Bethany Finch
Quality Control Officer(s)	<input type="checkbox"/> Gordon Strachan
Accountable Officer(s)	<input type="checkbox"/> John Freeman
Purpose of proposal	To support the introduction and implementation of the Afghan Interpreters Relocation Scheme
Data sources	relevant reports/strategies; relevant research; Other (please specify)
Please include any other sources of data	Evidence from delivering Refugee Resettlement Schemes.

ASSESS THE IMPACT AGAINST THE PROTECTED CHARACTERISTICS

Protected characteristic: Age	Service Users / Stakeholders
Age details:	<p>The Afghan Interpreters Relocation Scheme targets Afghan citizens who have worked as interpreters to British troops during their time in Afghanistan. Its also includes their family members and dependents which can include people of any age. Based on our experience with other Refugee Resettlement Schemes, the most vulnerable tend to be older adults with complex needs. A potential negative impact of the scheme is that any older people who arrive in the city might be at risk of isolation. This will be mitigated by ensuring that through caseworkers, any isolated individuals are supported to connect with the services that are available to them and commissioned for them.</p>

Protected characteristic: Disability

Service Users / Stakeholders

Disability details:

Based on data available through other Refugee Resettlement Schemes, less than 5% of arrivals may include refugees with a range of disabilities. BCC does not know what the population make-up is likely to be under the Afghan Interpreters Relocation Scheme. To ensure that people with disabilities are not discriminated against, once BCC receives case information, plans will be put in place to engage with relevant support services.

As mitigation, BCC will ensure that all services and activities offered through the scheme are accessible to all e.g. transport provision for attending appointments or the use of wheelchair accessible rooms for group sessions.

If individuals are unable to leave home to attend ESOL classes which are an important part of integration, volunteers are sent to the home environment to help with English language learning.

Protected characteristic: Sex

Service Users / Stakeholders

Gender details:

Through the Afghan Interpreters Relocation Scheme both males and females will be welcomed. Services commissioned directly by BCC to support individuals will be accessible for both genders, and will be sensitive to cultural differences.

Protected characteristics: Gender Reassignment

Service Users / Stakeholders

Gender reassignment details:

Through previous resettlement schemes, we have not welcomed anyone who falls under this protected characteristic. If the Afghan Interpreter relocation scheme individuals were to fall into this category, BCC would ensure that adequate support was provided to mitigate discrimination and would also utilise specialist services

available in the voluntary sector in the city, aimed at supporting individuals who have undertaken gender reassignment.

Protected characteristics: Marriage and Civil Partnership

Service Users/ Stakeholders

Marriage and civil partnership details:

Under the Afghan Interpreters Relocation Scheme, it is likely that the a number of arrivals will be be married couples. The scheme will have a positive impact on refugees that are married or in civil partnerships. Housing options ensure that partners are housed as a family unit and all activities and services commissioned target the whole family unless they are specifically children's activities.

Protected characteristics: Pregnancy and Maternity

Service Users / Stakeholders

Pregnancy and maternity details:

Through existing Resettlement Schemes, we have seen a number of pregnancies at various terms. We do not yet know to what extent this will apply to the Afghan Interpreters Relocation Scheme. Pregnant women arriving on the Afghan Interpreters Relocation Scheme will be able to access and benefit from maternity support services as they would other health services once they are in the UK. BCC will ensure that any negative impact on pregnant mothers are mitigated by working with GP surgeries to ensure staff are made aware of pregnancies pre-arrival allowing for the necessary midwifery appointments to be made if possible before the mother arrives in the country.

Protected characteristics: Race

Service Users / Stakeholders

Race details:

In terms of racial discrimination, some individuals arriving on this scheme may experience hostility in some of the areas that they will be housed. This will be mitigated by ensuring that properties that are offered are checked with local policing

teams prior to their usage. If intelligence suggests that families should not be being housed in an area due to potential risks, then that property will not be offered. All individuals or families will have case workers who work closely with families who will help to support families if discrimination does occur. BCC will seek to move families if required. During the first few weeks of arrivals, information is shared with refugees on how racial discrimination is a crime, understanding what it is and what to do if you become a victim of racial discrimination. Any negative stereotypes will be challenged by ensuring positive messaging on the contributions of individuals in employment and education and, ensuring that local elected members are briefed on their constituents.

Protected characteristics: Religion or Beliefs

Service Users / Stakeholders

Religion or beliefs details:

Any activities offered through commissioned services will be culturally sensitive e.g. under the existing Resettlement Schemes, the majority of individuals are Muslim and therefore activities and services avoid Fridays to allow for attendance to Friday prayers and any catering if provided is halal.

Protected characteristics: Sexual Orientation

Service Users / Stakeholders

Sexual orientation details:

Under existing resettlement schemes, we have not had any individuals that fall under this protected characteristic. Under the Afghan Interpreters Relocation scheme, BCC will ensure that services are sensitive to needs and seek support from services already existing in the city, that provide specialist support to these groups. This will mitigate any negative impact on this group.

Socio-economic impacts

It is not known from what socio-economic groups will be represented among those who arrive under the Afghan Interpreters Relocation Scheme. However, based on experience with previous schemes, needs presenting on arrival in a new country tend to be consistent regardless of background. Commissioned services will help these needs to be addressed.

Please indicate any actions arising from completing this screening exercise.

No actions arising.

Please indicate whether a full impact assessment is recommended

NO

What data has been collected to facilitate the assessment of this policy/proposal?

Consultation analysis

Adverse impact on any people with protected characteristics.

Could the policy/proposal be modified to reduce or eliminate any adverse impact?

How will the effect(s) of this policy/proposal on equality be monitored?

What data is required in the future?

Are there any adverse impacts on any particular group(s)

No

If yes, please explain your reasons for going ahead.

Initial equality impact assessment of your proposal

Consulted People or Groups

Informed People or Groups

Summary and evidence of findings from your EIA

The guidance suggests this box should not be completed unless a full EIA is completed. This EIA has only been taken to screening stage.

QUALITY CONTROL SECTION

Submit to the Quality Control Officer for reviewing?

No

Quality Control Officer comments

It should be noted that whereby pertinent considerations around ensuring equity for the Afghan cohort, it is advisable to undertake a broader and more in-depth assessment upon annual review based on anticipated cross-cultural adaptations may impact on future inequalities.

Decision by Quality Control Officer

Proceed for final approval

Submit draft to Accountable Officer?	Yes
Decision by Accountable Officer	Approve
Date approved / rejected by the Accountable Officer	02/07/2021
Reasons for approval or rejection	Approve at this stage. recommend review when the schemem becomes fully operational.

Please print and save a PDF copy for your records	Yes
Julie Bach	<input type="checkbox"/> John Freeman

Person or Group

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