

Title of proposed EIA	Afghan Relocation & Assistance Policy and Afghan Citizens Resettlement Scheme
Reference No	EQUA772
EA is in support of	New Function
Review Frequency	Annually
Date of first review	01/12/2022
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"/> John Freeman
Accountable Officer(s)	<input type="checkbox"/> Saba Rai
Purpose of proposal	To support the expansion of the Afghan Interpreters Relocation Scheme and introduction of the Afghan Citizens Resettlement Scheme.
Data sources	relevant reports/strategies; relevant research; Other (please specify)
Please include any other sources of data	Evidence from delivering RefugeeResettlement Schemes.

#### ASSESS THE IMPACT AGAINST THE PROTECTED CHARACTERISTICS

Protected characteristic: Age	Service Users / Stakeholders
Age details:	<p>The Afghan Relocation &amp; Assistance Policy and the Afghan Citizens Resettlement Scheme target Afghan citizens who have worked as interpreters to British troops during their time in Afghanistan as well as others who have been supportive of British efforts in Afghanistan, and those who are particularly vulnerable. Its also includes their family members and dependents which can include people of any age. Based on our experience with other Refugee Resettlement Schemes, some of the most vulnerable can 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</p>

caseworkers, any isolated individuals are supported to connect with the services that are available to them and commissioned for them.

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. It is not likely that this proportion will be exceeded with these new resettlement schemes because, unlike previous schemes, physical disability is not one of the resettlement priority vulnerability criteria. 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:

Both schemes (the existing Afghan Assistance & Relocation Policy and the new Afghan Citizens Resettlement Scheme) will provide resettlement for both males and females. 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 and currently in phased one of the Afghan Assistance & Relocation

Policy, we have not welcomed anyone who falls under this protected characteristic. If 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

##### Marriage and civil partnership details:

#### Service Users/ Stakeholders

Under the the expansion of the current scheme and the introduction of the Afghan Citizens Resettlement Scheme, it is likely that 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. Dedicated commissioned Accommodation services 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

##### Pregnancy and maternity details:

#### Service Users / Stakeholders

Through experience to date of the Afghan Relocation & Assistance Policy and delivering other refugee resettlement schemes, we have seen a number of pregnancies at various terms. It is impossible to predict what percentage of women arriving will be pregnant, however, any pregnant women arriving in Birmingham via Refugee Resettlement 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

<p>16/11/2021, 09:30</p>	<p>Assessments - Afghan Relocation &amp; Assistance Policy and...</p> <p>mitigated by working with GPs and health professionals 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.</p>
<p>Protected characteristics: Race</p> <p>Race details:</p>	<p>Service Users / Stakeholders</p> <p>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.</p>
<p>Protected characteristics: Religion or Beliefs</p> <p>Religion or beliefs details:</p>	<p>Service Users / Stakeholders</p> <p>Any activities offered through commissioned services will be culturally sensitive. For example, under the existing Refugee Resettlement Schemes, the majority of</p>

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

##### Sexual orientation details:

#### Service Users / Stakeholders

Under existing resettlement schemes, we have not had any individuals that fall under this protected characteristic. It is impossible to predict whether and to what extent this may arise on the expanded Afghan Relocation & Assistance Policy and the introduction of the Afghan Citizens Resettlement Scheme. If it does, 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 socioeconomic groups will be represented among those who arrive under the expanded Afghan Assistance & Relocation Policy or the Afghan Citizens Resettlement 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. Communication with newly arriving refugees will be open, clear and transparent and will support new arrivals to move at their own pace as well as managing expectations of resettlement throughout.

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) Yes

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 based on the earlire version of this EIA the assessemnt covers all potential adverseimpacts and is able to conirm actions to mitigate against such impact.

Decision by Quality Control Officer Proceed for final approval

Submit draft to Accountable Officer? Yes

Decision by Accountable Officer

Date approved / rejected by the Accountable Officer

Reasons for approval or rejection

Please print and save a PDF copy for your records Yes

Julie Bach

Person or Group

Content Type: Item

Version: 20.0

Created at 15/11/2021 09:39 AM by ☐ Bethany Finch

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