

Birmingham City Council

Report to Cabinet

26th April 2022



Subject: UKRAINIAN RESETTLEMENT SUPPORT SCHEME

Report of: Professor Graeme Betts, CBE
Director for Adults Social Care

Richard Brooks,
Director for Strategy, Equality & Partnerships

Relevant Cabinet Member: Cllr John Cotton - Social Inclusion, Community Safety and Equalities

Cllr Tristan Chatfield - Finances and Resources

Relevant O & S Chair(s): Cllr Carl Rice - Co-ordinating Committee
Cllr Mohammed Aikhlaq - Resources

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Are specific wards affected?	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No – All wards affected
If yes, name(s) of ward(s):		
Is this a key decision?	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
If relevant, add Forward Plan Reference:		
Is the decision eligible for call-in?	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No
Does the report contain confidential or exempt information?	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No
If relevant, state which appendix is exempt, and provide exempt information paragraph number or reason if confidential:		

1 Executive Summary

- 1.1 This report seeks Cabinet approval to urgently respond to the government's requirements of local authorities under the Homes for Ukraine Scheme.
- 1.2 As set out within this report, there is an urgent requirement to provide 'Homes for Ukraine: Coordination, Sponsor Checks & Guest Resettlement Support' to Birmingham sponsors and Ukrainian guests arriving through the Government's scheme. This decision cannot wait until the next scheduled Cabinet in May 2022.
- 1.3 According to UNHCR up to 4.2 million refugees have fled Ukraine since the start of the war. The UK Government has established visa route entry into the UK for Ukrainian individuals.
- 1.4 The support to Sponsors and Guests needs to commence immediately therefore, officers are required to secure service provision at speed in response to the emergency.
- 1.5 In addition, the report requests authorisation for a formal Single Contractor Negotiation to take place for the provision of Co-ordination, resettlement and integration support services on the basis it is an unforeseen priority.

2 Recommendations

That Cabinet:

- 2.1 Notes the contents of this report and -
 - a) Authorises the commencement of negotiation(s) with Refugee Action for the provision of 'Refugee Resettlement and Coordination' services to Birmingham Sponsors and Ukrainian refugees for a period of 12 months after the last arrival under the Homes for Ukraine Scheme; and
 - b) Delegates the award of contract following Single Contractor Negotiations to the Director, Adult Social Care in conjunction with the Interim Assistant Director – Procurement (or their delegate), Director of Council Management (or their delegate) and the Interim City Solicitor and Monitoring Officer (or their delegate).
 - c) Subject to continuation of the scheme, approves delegated decision making to the Cabinet Member for Social Inclusion, Community Safety and Equalities and Director of Adult Social Care for continuation of the Ukrainian Resettlement support for a further 2 years (2023/24 and 2024/25), providing the scheme exists and the local authority funding under the scheme has not substantially changed.
 - d) Delegates the Director for Adult Social Care in consultation with the Chief Finance Officer and the City Solicitor (or nominees) to consider whether any funding or grant conditions require further approvals and if not, to accept the funding and/ or enter into relevant agreements with DLUHC.

- e) Authorises the Director for Adult Social Care to undertake the recruitment to the Project Officer post to support the co-ordination of the scheme within Birmingham City Council.
- f) Authorises the Interim City Solicitor and Monitoring Officer (or their delegate) to execute any documents to give effect to the above recommendations if required.

3 Background

- 3.1 Birmingham is the second largest UK local authority by population size, is a well-established City of Sanctuary, and a significant place of welcome to all new communities. These factors therefore require that Birmingham continues to play a generous role in the UK's efforts to respond to a global refugee situation.
- 3.2 Birmingham has a long history of supporting resettlement in response to a humanitarian crisis. Our UK Resettlement Scheme (UKRS), Afghan Relocation Assistance Policy (ARAP) and Afghan Citizens Resettlement Schemes (ACRS) are currently in operation welcoming citizens into Birmingham.
- 3.3 Since 2015, Birmingham's approach to refugee resettlement has been to procure services that address resettlement and integration needs and foster settlement and independence. In addition, several smaller projects awarded under BCC's Refugee Grants programme run alongside and complement the above commissioned services.
- 3.4 The Government's response to the Ukraine Crisis has not been approached in the same way as the aforementioned humanitarian refugee programmes. The Government has established visa routes entry into the UK for those fleeing the war in Ukraine. The Family Visa Scheme was launched on the 4th March and The Ukraine Sponsorship Scheme (Homes for Ukraine) was launched by the Secretary of State for Levelling Up, Housing and Communities on 14 March 2022.
- 3.5 The Ukraine Family Visa Scheme allows applicants to join family members or extend their stay in the UK. The scheme is open to immediate and extended family members of a UK based family member and offers a 3 year stay and the right to work, study and claim benefits. As of 7th April 2022, 28,500 family visas have been issued nationally with 10,800 individual arrivals. By 20th April these numbers had increased modestly to 32,500 with 15,000 arrivals.
- 3.6 The Homes for Ukraine scheme (also called the Ukraine Sponsorship Scheme) is open to Ukrainian nationals who were resident in Ukraine prior to 1 January 2022 and also to their immediate family members (for example spouse/partner and children under 18) who may be of other nationalities, to be sponsored to come to the UK. Applicants can apply from Ukraine or from any other third country. Phase One of the scheme allows individual sponsors to named Ukrainians. As of 7th April 2022, 43,600 sponsorship visa applications have been made and 12,500 issued, with 1,200 arrivals. As of 20th April these numbers had

increased significantly to 65,900 applications nationally, with 39,300 visas issued. This suggests there will be a rapidly increasing number of arrivals from the Homes for Ukraine scheme.

- 3.7 Data from UK Census 2021 for the West Midlands region at local authority level, shows that the largest populations of people born in Ukraine live in Birmingham (320), as well as the largest populations of Russians (550). Birmingham also has the second largest number of people born in Poland (9,230) and Lithuania (1,370).
- 3.8 The number of people who can access the Homes for Ukraine scheme is uncapped and is dependent on the capacity of the sponsors who come forward. Guests (an individual or household previously resident in Ukraine and immediate family members) will be able to live and work in the UK for up to three years and access benefits, healthcare, employment, and other support. As of 12th April, there are 425 Ukrainian people awaiting approval of their visa application to a matched sponsor in Birmingham.
- 3.9 Sponsors (an individual, group or organisation who has been approved to accommodate an individual or household from Ukraine) eligibility criteria set out that they must be in the UK, of any nationality, with any immigration status provided they have at least six months leave to remain in the UK and pass background checks. To date, Home office data from 14th April, confirms that 134 visas have been issued for guests sponsored by individuals with accommodation in Birmingham.
- 3.10 These numbers and trends allow us to make some rough projections of possible numbers of Ukrainian people arriving in Birmingham. Birmingham accounts for approximately 2% of the UK population, and as a major urban centre take a disproportionate number of refugees and inward migrants. If the eventual UK number of arrivals is 100,000, and we received 4% in Birmingham, this would equate to 4,000 individuals through both schemes.
- 3.11 Local authorities are asked to play a critical role in the delivery of the Homes for Ukraine scheme based on the ability to support local communities and offer Ukrainians a warm welcome. Initial guidance has been slow to be issued and is subject to ongoing updates. However, the guidance provided outlines the role of Councils in the scheme and includes:
 - 3.11.1 Conduct pre- and post-arrival accommodation and safeguarding checks.
 - 3.11.2 Conduct basic DBS checks of all adults in the Sponsor household aged 16 or above and enhanced checks if Guests include a child under 18.
 - 3.11.3 Provide interim initial payments of £200 per guest for subsistence costs and discretionary top-up if required until benefits are received.
 - 3.11.4 Provide school places for children of school age.
 - 3.11.5 Ensure referrals are made to specialist service if required e.g. mental health support, adult social care or children's services.

- 3.11.6 Assist with GP registration, benefits claims and job-seeking.
 - 3.11.7 Provide homelessness assistance in case of Sponsor/Guest relationship breakdown while working with BCC Housing Solutions and Support.
 - 3.11.8 Provide housing advice and guidance on housing options throughout the period of support in readiness of move on from Sponsor accommodation.
 - 3.11.9 Provide rematching where appropriate in case of Sponsor/Guest relationship breakdown.
 - 3.11.10 Provide integration support to Ukrainian families within local communities facilitating relationship building with community, voluntary and faith led organisations.
- 3.12 Whilst this report focuses on the local authority's responsibilities under the Homes for Ukraine Scheme, it should be noted this is one element of the Council's response to Ukraine. There are other strands of work that will draw upon additional resources/services and this is being considered and captured within the Ukraine response programme, alongside the costs outlined in this report.

4 Options considered and Recommended Proposal

- 4.1 The Council must now seek a provider to mobilise at pace and deliver the citizen centred resettlement support for Sponsors and Ukrainian guests. The following options were considered:
- (a) **Do nothing:** This is not a viable option as the Government has asked Local Authorities to provide critical support and has allocated resources to undertake this role. The Council could be faced with considerable safeguarding risks requiring statutory intervention risking the lives of vulnerable people were they to choose to not provide the support required from the outset.
 - (b) **Provide in-house:** The Council has initiated an immediate crisis response and established systems and processes to manage the schemes, however, the certain components are unsustainable over the lifetime of the Government's scheme. The Council has expertise and experience gained from the commissioning of the Syrian, UKRS and Afghan Resettlement Schemes that can be utilised to commission components of the critical support requested of Local Authorities.
 - (c) **Undertake a formal tendering exercise:** There is currently insufficient time to undertake a formal tendering exercise. The timescales involved in this route will hinder the local authorities' ability to effectively deliver its responsibilities under the scheme and to have the necessary services in place as quickly as possible.
 - (d) **Utilise an existing framework:** At present there are no suitable frameworks in place for these specialist requirements.

4.2 Recommended option:

- (e) Undertake Single Contractor Negotiations with Refugee Action to award a contract as soon as possible.
- (f) The contract management will sit within the Refugee and Migration Commissioning Team who are funded by the Home office to deliver refugee resettlement across several schemes. These are overseen by the Head of Service Commissioning, Adult Social Care.

5 Consultation

- 5.1 This has been accompanied by ongoing involvement with the cross-council Birmingham Ukraine Response Group chaired by Richard Brookes Director of Strategy, Equality and Partnerships. The Corporate Leadership Team and Cabinet Members have received briefings about the Ukraine crisis and priorities of the Birmingham's response group.

6 Risk Management

6.1 Safeguarding incidences

- 6.1.1 Vulnerable individuals including the elderly and children are being accommodated into Sponsor homes and there is a risk of increased numbers of safeguarding incidences placing both Guests and Sponsor at risks.
- 6.1.2 Guests are security checked by the Home Office before they are allocated to Local Authorities and Sponsors will be DBS checked as early on as possible in the application process to minimise the risks of Sponsor with known previous histories welcoming Guests.
- 6.1.3 Safeguarding visits pre and post arrival will also ensure that any issues that are noted or arise during the sponsorship, can be addressed and where necessary, referred for statutory intervention without delay.

6.2 Homelessness Assistance

- 6.2.1 Guest arriving under the sponsor scheme or those arriving under the family visa scheme are at an increased risk of becoming homeless. There may be some cases where the sponsor/guest relationship breaks down either before or after the guests have arrived in Birmingham. Or where a family no longer wish to accommodate their guests, or the sponsor has inadequate accommodation.
- 6.2.2 However, through effective commissioning a resettlement provider can assist with provision of ongoing integration support to guests and sponsor, mediation where it will be beneficial, assistance with re-matching a guest to a new sponsor or helping the guest to secure suitable private rented accommodation whilst also managing expectations.

- 6.2.3 The council has a statutory homelessness duty to guests which will apply. At this point citizens will have the full access to homeless relief services.
- 6.2.4 Further guidance on the re-matching process have yet to be issued by DLUHC. It is anticipated that this may be centrally led with local assessment of suitable sponsors being undertaken by local authorities. The requirement to offer rematch services will be included within the remit of the commissioned provider.
- 6.2.5 Going forward and should the numbers and composition of families looking to be re-housed start to increase, being able to take up any offers of properties, over-and-above any existing nomination agreements, from Registered Providers, might enable the Council to accommodate refugee families of larger compositions, who can be at most risk of sponsorship breakdown and resettlement support. This would be exclusively market-led and subject to internal verification by BCC of the offered properties representing additional capacity.

6.3 Education and School provision

- 6.3.1 On 1st April, the Education Secretary wrote to Councils on the rights of children arriving from Ukraine to access education and childcare while in the UK. Further advice was provided by the Department for Education on 13th April. This advice confirmed that:
 - 6.3.2 Access to the Early Education Entitlements should be available to Ukrainian people arriving in the UK.
 - 6.3.3 All children living in the UK have a right to access a school in England irrespective of nationality or immigration status. Schools must always apply their admission arrangements unless the fair access protocol is being applied (so, refugees from Ukraine, and migrants from Afghanistan and Hong Kong or asylum seekers from other countries receive no higher or lower priority for admission than other people living in the UK); school admission authorities should not delay admission to await information on a migrant's immigration status, home address or age.
 - 6.3.4 Councils were also reminded that they are able to use existing flexibilities to admit above published admissions and exceed infant class size limit (whilst applying their admission arrangements including their oversubscription criteria), as well as using the in-year Fair Access Protocol to ensure all school aged children can access suitable education.
 - 6.3.5 Many families arriving into Birmingham will comprise of women and children as men aged 18-65 have been conscripted to fight in the Ukrainian war. The need for school places near sponsor accommodation will be an immediate requirement for most families and essential to help children return to some resemblance of pre-war normality.

- 6.3.6 Children and families arriving through this route will have English as an Additional Language and may require additional classroom support with those in older year (exam) groups needing potentially more support. Those arriving with special needs will require additional support and any delays in accessing specialist provision can have a detrimental impact.
- 6.3.7 Through effective commissioning a resettlement provider can assist with ensuring families receive appropriate information about school's admission. BCC already commissions a range of resettlement support including a dedicated post within the BCC Schools admissions team funded through resettlement budgets. The post holder supports resettled families with the school's admissions and allocations process.
- 6.3.8 In line with existing refugee resettlement schemes, the funding for the Sponsorship includes an Education tariff to be received by schools. At this point in time, it is unclear how this tariff will be allocated to the local authority. Historically, refugee education tariffs have been administered by the refugee and migration team to participating schools. This tariff can be spent however the schools see fit to aid the arrival and integration of refugee pupils.

6.4 Employment, Welfare and Rights

- 6.4.1 Individuals arriving under the scheme will have 3 years leave to remain with full entitlement to public funds, work, housing health and education. The resettlement provider will assist families to understand and manage their rights and entitlements, as well as providing signposting and access to employment support services.
- 6.4.2 The resettlement provider will also be responsible for implementing a process for ensuring a single interim payment of £200 per individual is made to the guest on arrival using pre-paid cards. This process is in line with existing refugee resettlement schemes.

6.5 Social Care

- 6.5.1 Those arriving under the sponsorship scheme will have full access to public funds. As with other residents in the city, they are eligible to access mainstream social care support.
- 6.5.2 It must be noted that unlike other schemes, some sponsors may be care recipients. The government have advised that where a sponsor is currently receiving means-tested support towards meeting their care costs, it is the government's intention that any payments received under the Homes for Ukraine scheme are disregarded when a local authority carries out a social care financial assessment. Under these circumstances, sponsors are volunteers engaged in voluntary activity as a host.

7 Compliance Issues:

7.1 How are the recommended decisions consistent with the City Council's priorities, plans and strategies?

7.2 The decision is consistent with the council's City of Sanctuary Policy Statement 2018-22, which was approved by Cabinet in late 2018 and by Full Council in January 2019.

7.3 Legal Implications

7.3.1 This decision is not subject to call in. The government requires local authorities to play a critical role in delivery of the Homes for Ukraine Scheme as set out in 3.11 above including expediting safeguarding checks on sponsor households across Birmingham; urgent decisions are required to enable the Birmingham City Council to respond to the ask of Government and to ensure it minimises the risks set out in Section 6. Given the nature of services and the limited time available to mobilise these, it is felt this decision is needed and cannot be delayed.

7.3.2 Part B, B6.9, Council's Constitution states that "If the interests of the Council are jeopardised unless an executive decision is implemented immediately then the Chief Executive in consultation with the Leader (or Deputy Leader in his/her absence) may designate such executive decision as so urgent that its implementation cannot wait until the expiry of the call-in period."

7.3.3 This scheme is open to Ukrainian nationals who were residents in Ukraine prior to 1 January 2022 and also to their immediate family members (for example spouse/partner and children under 18) who may be of other nationalities, to be sponsored to come to the UK. Applicants can apply from Ukraine or from any other third country.

7.3.4 Guests will be able to live and work in the UK for up to three years and access benefits, healthcare, employment, and other support.

7.3.5 Section 111 Local Government Act 1972 allows the Council to do anything which is calculated to facilitate or is conducive or incidental to the discharge of its functions.

7.3.6 Due to the significant impact of the Ukraine crisis and need for immediate

7.4 Financial Implications

7.4.1 There are no additional resources or tariffs payable to local authorities linked to the Ukraine family visa scheme. This remains a significant area of concern.

7.4.2 The Council will receive the following tariff per individual Guest under the Homes for Ukraine in the first year of the scheme.

General tariff for local authorities		
Individual's first year (incl subsistence payment)	Individual's second year	Individual's third year
£10,500	Not known / tbc	Not known / tbc
Education tariff for local authorities		
Individual's first year per pupil annual rate. Includes SEND		
Age 2-4 on arrival	Age 5-11 on arrival	Age 11-18 on arrival
£3,000	£6,580	£8,775
Sponsor 'Thank You' tariff for local authorities (to be provided to Sponsor)		
For lead sponsors for 12 months		
£350 per month / address in arrears		

7.4.3 The purpose of the funding is to both protect public service from any initial strain on resources and to fund the support required to successfully deliver the Homes for Ukraine Scheme. The purpose of the contract with the commissioned provider is to ensure we are able to achieve this outcome.

7.4.4 **Ring Fenced funding.**

7.4.5 Local authorities will receive funding to be passported as a monthly 'thank you' payment to lead sponsors. This funding will be received and managed directly by the local authority and will **not** be included as part of the commissioned contract. The thank you tariff is a payment of £350 per month per accommodation for the duration of the sponsorship arrangement for a maximum of 12 months. The tariff follows the guest and is paid in arrears. As of 12th April 2022, there are 182 sponsors offering accommodation to groups of applicants. This equates to £764,400 (182x(£350x12)).

7.4.6 There is also additional Educational funding tariff for local authorities. The tariff is allocated on a per pupil basis for the three phases of education at annual rates identified in 7.4.2 above. The tariff includes support for children with special educational needs and disabilities (SEND). As of 12th April 2022, there are 155 children aged 18 and under identifiable on the DLUHC Homes for Ukraine Portal.

7.4.7 The estimated funding for local authorities based on this data is as follows. Details of how this funding will be released are yet to be clarified by central government:

Education tariff for local authorities		
Estimated 155 children aged 0-18 as of 12 th April 2022 on Govt portal		
Age 2-4 on arrival	Age 5-11 on arrival	Age 11-18 on arrival
8 children	64 children	52 children

£3,000 tariff	£6,580 tariff	£8,775 tariff
£24,000	£421,120	£456,300

7.4.8 General Tariff

7.4.9 The General Tariff funding to the local authority (7.4.2) is proposed to be spent on procuring services to manage Sponsors and support Ukrainian guests arriving via the scheme as detailed in section 3.11 above for a period of 12 months after the date of the last arrival.

General tariff for local authorities		
Individual's first year (incl interim subsistence payment)	Individual's second year	Individual's third year
£10,500	Not known / tbc	Not known / tbc

7.4.10 The total estimated value of the contract is based on the number of Guests that the city may receive and is also based on the current per capita cost for the procurement of a contract for similar services already held by the Council. The per capita cost of this contract is £7,251.03. However, this cost does not currently include support for sponsors and is subject to negotiation with the commissioned provider. As the homes for Ukraine scheme is uncapped, the exact value of the contract is unknown.

7.4.11 As of 7th April, there are currently 425 Guests matched with Birmingham sponsors in the DLUHC Homes for Ukraine portal. Within one year, this figure could double or triple. In order to estimate the value of this contract, this guest count has been multiplied to the per capita cost of the aforementioned contract, the table below provides an estimated value for the contract.

Estimated value of contract:			
Per Capita cost	425 guests	850 guests	1000 guests
£7,251.03	£3,081,687.75	£6,163,375.50	£7,251,030

7.4.12 It must be noted that the payment to the local authority is contingent upon the safeguarding checks completed and uploaded against sponsors on the Homes for Ukraine portal. Further details and guidance related to payments have yet to be released by DLUHC.

7.4.13 A proportion of the balance will be utilised as a contingency resource to cover emergency placement costs, where the Homes for Ukraine sponsorship breaks down irrevocably and a guest requires urgent temporary re-housing whilst re-

matching to a new sponsor or private rented accommodation provision is being sourced. The cost of emergency accommodation at LA rates is £164.61 for B+B and between £230-£250 pwk/person for commissioned providers, and hotel costs can vary. Retaining a 1% contingency would equate to £150 per arrival or £47,250 for 425 guests. This would cover the cost of providing 14 emergency placements in commissioned provision for up to 1 week for a family of 2.

- 7.4.14 The emergency placement financial support processes will be agreed with the commissioned provider but will be time-limited and dependent upon available contingency resources. It is anticipated this contingency will seek to mitigate (for a short time at least) the cost to the public purse of providing emergency temporary accommodation in the event of sponsorship breakdown.
- 7.4.15 The remaining balance of the general tariff will be utilised to cover any additional administrative costs and to deliver additional services dependent upon the needs that may present as the Homes for Ukraine scheme is delivered across Birmingham. This may include either procuring additional services or extending existing services to support Ukrainian guests and sponsors.
- 7.4.16 Due to the expected numbers of guests arriving into Birmingham on this uncapped scheme, there will be a need to increase the co-ordination capacity of the refugee and migration team and recruit a GR4 post to provide dedicated support for an initial period of 12 months. The cost would be £45,000 including on-costs for a 12-month period. This cost will be covered from the general tariff.
- 7.4.17 Administration and overhead costs for management and administration of the resettlement scheme only is carried out by the Refugee & Migration Commissioning team, Adults Social Care, which is an existing team funded solely by other existing grants.
- 7.4.18 From estimations of support required and of existing refugee schemes we are comfortable that the 12 month funding package per individual is sufficient for support without creating short term financial pressure on the Council, and that its application over the 12 months after the arrival of the last guest, will minimise the need for ongoing support to individuals at a cost to the public purse.

7.5 Procurement Implications

- 7.5.1 The selection of Refugee Action is based on them being the current and trusted provider of refugee resettlement in the city as well as their continued performance under previous and current commissioned services. Contract management information both previously and currently has always been above satisfactory, demonstrating the organisations' ability and capacity to deliver wraparound support for Guests at the scale required and as detailed in 3.8 - 3.11.
- 7.5.2 The contract will start as soon as possible and will be in place to welcome Guests for 12 months and the duration will be for another 12 months after the last Guest is accepted into the service; this date is to be determined.

- 7.5.3 Given the current crisis in Ukraine, there is clear evidence that there is an unforeseen priority that justifies the use of a Single Contractor Negotiation.
- 7.5.4 As set out in 2.1b above, an award report will set out the outcome of the single contractor negotiations.
- 7.5.5 Following work to accommodate displaced individuals from Syria and Afghanistan, this is now the third in a succession of emergency measures that the Council has taken to welcome and support refugees/guests from countries of conflict. Given this, officers will seek to establish a framework of suitably experienced providers, by April 2023, that can be called-off from should the demand for resettlement services continue.

7.5.6 Human Resources Implications

- 7.5.7 Due to the expected numbers of guests arriving into Birmingham on this uncapped scheme, there will be a need to increase the co-ordination capacity of the refugee and migration team and recruit a GR4 post to provide dedicated support for an initial period of 12 months.
- 7.5.8 The post would provide dedicated project support. The postholder will co-ordinate the information sharing protocol between the DLUHC Homes for Ukraine portal, the BCC internal Ukraine response SharePoint and the commissioned provider of resettlement support services. They will co-ordinate the delivery of safeguarding checks on sponsors, establish appropriate processes for re-matching guests (once details have been confirmed by central government) with the commissioned provider. The post will Coordinate and facilitate partnership working in the project and processes, between all its partners and stakeholders They will manage and facilitate the effective delivery of the resettlement and integration component of the Homes for Ukraine scheme.
- 7.5.9 A JEQ exists for a similar role (LAASLO) within the Refugee and Migration Tat Gr4. Due to the time sensitivity of this scheme, permission will be sought to recruit internally as a secondment and through agency.

7.6 Public Sector Equality Duty

- 7.6.1 The purpose of the contract is to ensure the local authority can discharge its responsibilities under the Equality Act through the provision of resettlement support and co-ordination to arriving Ukrainian guests and their sponsors.
- 7.6.2 Those arriving are predominantly women and children and mitigations have been considered for minimising risk through the urgent commissioning of this contract.
- 7.6.3 An Equality impact Needs assessment has not been completed for this report due to the urgent need to commission a service provider.

8 Appendices

9 Background Documents

City of Sanctuary Policy Statement 2018-22