

Title of proposed EIA	"Foundation for Integration": Application to the Asylum Migration & Integration Fund
Reference No	EQUA539
EA is in support of	Amended Service
Review Frequency	Annually
Date of first review	25/06/2021
Directorate	Adults Social Care
Division	Commissioning
Service Area	Prevention, Community Assets & Migration
Responsible Officer(s)	<input type="checkbox"/> Bethany Finch
Quality Control Officer(s)	<input type="checkbox"/> Gordon Strachan
Accountable Officer(s)	<input type="checkbox"/> Kalvinder Kohli
Purpose of proposal	To support the implementation of the Foundation for Integration project, should the funding application be successful
Data sources	relevant reports/strategies; relevant research; Other (please specify)
Please include any other sources of data	Evidence from delivery existing projects: Local Authority Asylum Seekers Liaison / Move-on, and the Preventing Crisis Enabling Integration project, both of which have been combined into the proposal for Foundation for Integration.

ASSESS THE IMPACT AGAINST THE PROTECTED CHARACTERISTICS

Protected characteristic: Age	Service Users / Stakeholders
Age details:	<p>The age profile of new refugees and migrants in Birmingham tends to be 20s - 40s, and of working age. Some refugees and migrants will be in family groups that include children, and some may also have adult and /or elderly dependents.</p> <p>In order to mitigate risks of potential discrimination through age, the following considerations have been made:</p> <p>* delivery of project activity via face to face delivery rather than solely online.</p>

* inclusion of age appropriate options in the Welcome Pathway e.g. to promote community cohesion and active participation in neighbourhoods.

* digital products incorporated into the proposal are reserved for project staff / backend use rather than for service user engagement.

* the Advocacy & Advice Pathway will support new migrants to ensure their rights and entitlements are fulfilled regardless of age and including to overcome any relevant issues that may be related to age.

A more broad group of Birmingham's citizens with this characteristic may also benefit from the project as the Welcome Pathway will include making information available to new migrants and refugees in Birmingham about life in the UK and community cohesion, including equalities.

Protected characteristic: Disability

Disability details:

Service Users / Stakeholders

New refugees and migrants in Birmingham tend to demonstrate a lower rate of disability than the UK-born resident population. Those service users with disabilities will be supported through the Advocacy & Advice Pathways in the project by ensuring care and support needs are properly assessed and considered.

In order to mitigate against the risk of discrimination on the basis of disability, BCC will ensure that all services and activities offered through the project can be made accessible to all e.g. through the use of wheelchair accessible rooms for group sessions. If service users are unable to leave home to attend appointments, services can be delivered over the phone or by home visits. The WelcomePathway will also support linking new migrants and refugees into local and wider support agencies and community organisations

A more broad group of Birmingham's citizens with this characteristic may also benefit from the project as the Welcome Pathway will include making information available to new migrants and refugees in Birmingham about life in the UK and community cohesion, including equalities.

Protected characteristic: Gender

Gender details:

Service Users / Stakeholders

New migrants and refugees in Birmingham are a mix of males and females, with the slight majority being young males. The services provided as part of the project are accessible by all genders. The Advocacy and Advice pathway will help ensure new refugees and migrants are accessing their rights and entitlements, including in cases where gender is an issue - for example to resolve immigration issues related to gender persecution in the country of origin. A more broad group of Birmingham's citizens with this characteristic may also benefit from the project as the Welcome Pathway will include making information available to new migrants and refugees in Birmingham about life in the UK and community cohesion, including equalities.

Protected characteristics: Gender Reassignment

Gender reassignment details:

Service Users / Stakeholders

To our knowledge, existing services (Local authority asylum seekers liaison / Preventing Crisis Enabling Integration) have not been accessed by new migrants or refugees who have undergone gender reassignment. In order to mitigate the risk of discrimination on this basis, the project partners would engage the advice of specialist agencies where needed. This may include advice to inform how relevant service users could benefit from specialist advice and guidance, and/ or how they could be linked with relevant organisations through the Welcome Pathway. A more broad group of Birmingham's citizens with this characteristic may also benefit from the project as the Welcome Pathway will include making information available to new migrants and refugees in Birmingham about life

in the UK and community cohesion, including equalities.

Protected characteristics: Marriage and Civil Partnership

Marriage and civil partnership details:

Service Users/ Stakeholders

Refugees and new migrants in the city can include those in marriages or in civil partnership. The project will have a positive impact on those in such unions, as they will be supported to access the relevant rights through the Advice & Advocacy pathway - for example to have their housing or welfare needs met, or to access advice and information on being reunited with a partner or spouse via visa routes. A more broad group of Birmingham's citizens with this characteristic may also benefit from the project as the Welcome Pathway will include making information available to new migrants and refugees in Birmingham about life in the UK and community cohesion, including equalities.

Protected characteristics: Pregnancy and Maternity

Pregnancy and maternity details:

Service Users / Stakeholders

In many cases pregnancy or maternity of refugees and migrants can change rights and entitlements around housing, welfare, employment etc. This project will seek to mitigate discrimination on this front by ensuring that migrants and refugees who otherwise would face challenges in accessing and understanding information are supported to access the correct rights and entitlements. A more broad group of Birmingham's citizens with this characteristic may also benefit from the project as the Welcome Pathway will include making information available to new migrants and refugees in Birmingham about life in the UK and community cohesion, including equalities.

Protected characteristics: Race

Race details:

Service Users / Stakeholders

The project seeks to recognise the overall inequality that migrants and new refugees in Birmingham face on

new refugees in Birmingham face on the basis of being newly arrived in the UK. This will include migrants and refugees from different countries all over the world - a broad range of countries of origin are represented in Birmingham's migration trends. Many seek sanctuary in the UK on the basis of an identification with a specific race or ethnicity. Overall this group will benefit positively from the project as it seeks to address the barriers faced by many in accessing basic public services and community assets and close the gap accordingly. A more broad group of Birmingham's citizens with this characteristic may also benefit from the project as the Welcome Pathway will include making information available to new migrants and refugees in Birmingham about life in the UK and community cohesion, including equalities.

Protected characteristics: Religion or Beliefs

Religion or beliefs details:

Service Users / Stakeholders

The project seeks to recognise the overall inequality that migrants and new refugees in Birmingham face on the basis of being newly arrived in the UK. This will include migrants and refugees with many different or of no religion or belief. Many seek sanctuary in the UK on the basis of that religion or belief. Overall this group will benefit positively from the project as it seeks to address the barriers faced by many in accessing basic public services and community assets and close the gap accordingly. A more broad group of Birmingham's citizens with this characteristic may also benefit from the project as the Welcome Pathway will include making information available to new migrants and refugees in Birmingham about life in the UK and community cohesion, including equalities.

Protected characteristics: Sexual Orientation

Sexual orientation details:

Service Users / Stakeholders

New refugees and migrants in Birmingham can include those who have sought sanctuary and safety in

have been necessary and they in the UK due to their sexual orientation. This groups will experience a positive impact from the project, as the services provided will help address the barriers faced by many migrants and new refugees in accessing basic public services and community assets. A more broad group of Birmingham's citizens with this characteristic may also benefit from the project as the Welcome Pathway will include making information available to new migrants and refugees in Birmingham about life in the UK and community cohesion, including equalities.

Please indicate any actions arising from completing this screening exercise.

No actions have arisen.

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

Overall those with protected characteristics will benefit positively from the project, especially those characteristics such a race, religion, gender, and marriage / civil partnership which commonly coincide with the target group of new refugees and migrants in Birmingham. The aim of the project is to address the barriers faced by many in these groups in accessing basic public services and community assets and close the gap accordingly. A more broad group of Birmingham's citizens with these characteristics may also indirectly benefit from the project as

29/06/2020	Assessments - "Foundation for Integration": Application...	the welcome pathway will include making information available to new migrants and refugees in Birmingham about life in the UK and community cohesion, including equalities.
QUALITY CONTORL SECTION		
Submit to the Quality Control Officer for reviewing?	No	
Quality Control Officer comments	I am satisfied that this equalities assessment is complicit with requirements.	
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	26/06/2020	
Reasons for approval or rejection	The Service will support the priorities of the City	
Please print and save a PDF copy for your records	Yes	
Julie Bach		
Person or Group		
Content Type: Item		
Version: 33.0		
Created at 25/06/2020 09:02 PM by <input type="checkbox"/> Bethany Finch		
Last modified at 29/06/2020 01:14 PM by Workflow on behalf of <input type="checkbox"/> Bethany Finch		

Close