



# Equality Analysis

## Birmingham City Council Analysis Report

<b>EA Name</b>	Migration City Of Sanctuary
<b>Directorate</b>	People
<b>Service Area</b>	Policy And Commissioning - People
<b>Type</b>	New/Proposed Policy
<b>EA Summary</b>	<p>Birmingham has long been a place of refuge for individuals arriving to claim asylum in the UK. Birmingham is proud of its diversity and has committed to being a City of Sanctuary, providing a culture of hospitality and welcome, especially for refugees seeking sanctuary from war and persecution.</p> <p>The development of a single position statement on migration supports the Councils business plan and also addresses the need to ensure more partnership working.</p>
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### Introduction

The report records the information that has been submitted for this equality analysis in the following format.

#### **Initial Assessment**

This section identifies the purpose of the Policy and which types of individual it affects. It also identifies which equality strands are affected by either a positive or negative differential impact.

#### **Relevant Protected Characteristics**

For each of the identified relevant protected characteristics there are three sections which will have been completed.

- Impact
- Consultation
- Additional Work

If the assessment has raised any issues to be addressed there will also be an action planning section.

The following pages record the answers to the assessment questions with optional comments included by the assessor to clarify or explain any of the answers given or relevant issues.

## 1 Activity Type

The activity has been identified as a New/Proposed Policy.

## 2 Initial Assessment

### 2.1 Purpose and Link to Strategic Themes

#### **What is the purpose of this Policy and expected outcomes?**

The development of a single position statement on Migration for Birmingham is to enhance the support and information provided to individuals on the provision delivered by other agencies, organisations and partners within the city. Through the development of the position statement Birmingham City Council will detail the migration schemes that are currently active in the city and the ways in which we will collectively respond to these.

**For each strategy, please decide whether it is going to be significantly aided by the Function.**

Children: A Safe And Secure City In Which To Learn And Grow	Yes
Health: Helping People Become More Physically Active And Well	Yes
Housing : To Meet The Needs Of All Current And Future Citizens	Yes
Jobs And Skills: For An Enterprising, Innovative And Green City	Yes

### 2.2 Individuals affected by the policy

Will the policy have an impact on service users/stakeholders?	Yes
Will the policy have an impact on employees?	No
Will the policy have an impact on wider community?	Yes

### 2.3 Relevance Test

Protected Characteristics	Relevant	Full Assessment Required
Age	Not Relevant	No
Disability	Not Relevant	No
Gender	Not Relevant	No
Gender Reassignment	Not Relevant	No
Marriage Civil Partnership	Not Relevant	No
Pregnancy And Maternity	Not Relevant	No
Race	Not Relevant	No
Religion or Belief	Not Relevant	No
Sexual Orientation	Not Relevant	No

### 2.4 Analysis on Initial Assessment

Through the development of a single position statement this should bring clarity and connectivity to the complex issue of migration within Birmingham. The outlining of the different schemes and provision within the city will aid services both internally and externally to understand the different schemes, but to also be aware of the wider work programme.

There should be no adverse effect on those arriving into the city through the planned migration routes with services provided through the external funding routes as detailed within the document. This also captures the changes to the Immigration Act and the potential for an increased number of individuals experiencing destitution although it should be noted that there is no evidence to suggest that this would be the case.

There will be no impacts to services or employees internally with the implementation of the position statement.

### 3 Full Assessment

The assessment questions below are completed for all characteristics identified for full assessment in the initial assessment phase.

### 3 Concluding Statement on Full Assessment

Following the completion of an initial Equality Impact Assessment there are no identified areas which suggest a full assessment is required, therefore this initial assessment is now complete.

### 4 Review Date

30/06/17

### 5 Action Plan