

Birmingham City Council

Report to Cabinet

14th December 2021



Subject: **AFGHAN CITIZENS RESETTLEMENT SCHEME AND AFGHAN RELOCATION & ASSISTANCE POLICY – BIRMINGHAM PLEDGE**

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

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

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

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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: 009590/2021		
Is the decision eligible for call-in?	<input checked="" type="checkbox"/> Yes	<input 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 The purpose of this report is to brief Cabinet about a request by the Home Office, received on 13th September 2021, and to request authorisation by Cabinet for a formal response.

- 1.2 The request by the Home Office is for local government to commit to welcome Afghan families under the updated Afghan Relocation & Assistance Policy (ARAP) and the new Afghan Citizens Resettlement Scheme (ACRS) over the next few years. The request is made in the light of the ongoing situation in Afghanistan and the evacuation of many Afghans to the UK that took place over Summer 2021.
- 1.3 In July 2021, following Government's original request made in May, Cabinet approved a decision to welcome 80 individuals under the initial Afghan Assistance and Relocation Policy in 2021/22 ("phase one"). This report requests authorisation for Birmingham City Council to extend the initial commitment in the following ways ("phase two"):
 - 1.3.1 To resettle 110 individuals per year, for the period(s) 2022/23 and 2023/24;
 - 1.3.2 To incorporate into this commitment, individuals being resettled under the new Afghan Citizens Resettlement Scheme.
 - 1.3.3 To delegate a decision to the Cabinet Member(s) for Social Inclusion, Community Safety & Equalities and corporate officer lead for migration, to continue to resettle refugees under these schemes at this same rate (110 individuals per year) for up to a further two years (2024/25 and 2025/26), providing the scheme still exists and local authority funding provided by the Home Office under the scheme has not substantively changed.
- 1.4 In addition, the report requests authorisation for delegated officer authority to procure services in order to support individuals arriving via these schemes over their first 12 months residence in the UK, to an estimated maximum value of £1,595,227.

2 Recommendations

That Cabinet:

- 2.1 Notes the previous Cabinet decision to resettle 80 Afghan citizens under the Afghan Relocation & Assistance Policy / Afghan Interpreters Relocation Scheme during 2021/22 (See **Appendix 1**).
- 2.2 Approves a Council commitment to receiving and welcoming 110 individuals in total across the Afghan Relocation & Assistance Policy and the Afghan Citizens Resettlement Scheme in each of the years 2022/23 and 2023/24. This is 220 individuals in total across the two years, in addition to those already agreed by previous Cabinet decisions (see 3.1).
- 2.3 Subject to continuation by the Home Office of the Afghan Relocation & Assistance Policy or the Resettlement Scheme beyond the end of 2023/24, approves delegated decision making to the Cabinet Member Social Inclusion, Community Safety & Equalities and corporate officer lead for migration for continuation of the resettlement pledge at current rates for a further two years (2024/25 and 2025/26)

providing the scheme still exists and local authority funding provided by the Home Office under the scheme has not substantively changed.

- 2.4 Approves the use of Private Rented Sector accommodation as well as the ability to take up any offers of hard-to-let properties from Registered Providers, subject to internal verification of their not having received any Council nominations.
- 2.5 Approves the use of delegated authority to procure services in order to support individuals arriving via these schemes over their first 12 months residence in the UK, to an estimated maximum value of £1,595,227 to the Director of Adults Social Care in conjunction with the Assistant Director, Development and Commercial (or their delegate), the Director of Council Management (Interim) (or their delegate) and the City Solicitor (or their delegate).
- 2.6 Authorises the City Solicitor (or their delegate) to negotiate and agree all legal documents to give effect to the above recommendations.

3 Background

- 3.1 On 27th July 2021, Cabinet authorised a decision for Birmingham City Council to welcome 80 individuals under the Afghan Relocation & Assistance Policy in 2021/22, also referred to as the Afghan Interpreters Relocation Scheme (**Appendix 1**). This followed an urgent request to Local Authorities by the Home Office on 24th May 2021.
- 3.2 On 13th September 2021, the Government wrote to local authorities again to announce the following:
 - 3.2.1 A continued need for further local authority placements for those already arrived in the UK under the Afghan Relocation & Assistance Policy (also referred to as the Afghan Interpreters Relocation Scheme) due to the large numbers being temporarily accommodated in hotels.
 - 3.2.2 The details of the previously announced Afghan Citizens Resettlement Scheme and a request for local authority placements under this scheme.
 - 3.2.3 The alignment of local authority funding packages and entitlements under both schemes.
- 3.3 The Afghan Assistance and Relocation Policy has been running since 2013 as a way to offer a relocation package to those Afghan nationals who had been locally employed by British armed forces within Afghanistan, including Afghan interpreters. In May 2021, the Government wrote to the Council requesting emergency support via this scheme in order to evacuate people prior to the withdrawal of UK troops.

The Afghan Citizens Resettlement Scheme was announced by the Government, in August 2021 and the detail was provided on 13th September 2021. It is a new scheme that will prioritise resettlement for; -

- (a) those who have assisted UK efforts in Afghanistan, e.g. by standing up for values such as democracy, women’s rights and freedom of speech, rule of law (for example, judges, women’s rights activists, journalists); and
- b) vulnerable people, including women and girls at risk, and members of minority groups at risk (including ethnic and religious minorities and LGBT+).

3.4 Both schemes are funded in line with previous resettlement schemes (SVPRS and UKRS):

- A total of £20,500 per capita for LAs to provide integration support
- Additional per person funding for ESOL and Education, via LAs
- Additional national Housing Fund to be accessed by LAs if families are adversely affected by the benefit cap.
- £2,600 per person for Clinical Commissioning Groups (CCGs).
- Funding will be provided over three years, rather than over five years as in the Syrian Vulnerable Persons Resettlement Scheme and the UK Resettlement Scheme.

3.5 People arriving via both schemes will have immediate Indefinite Leave to Remain and full access to public funds.

3.6 Since 2015, Birmingham’s approach to refugee resettlement has been to procure services that address resettlement and integration needs and foster settlement and independence.

3.7 Currently, these services are structured as follows:

Contract		Current provider
Year 1: Accommodation, Orientation & Support service		Refugee Action
Year 2+:	Welfare & Tenancy Support	Spring Housing
	Birmingham Navigators	Refugee Action
	Employment Support	Ashley Community Housing
	Mental Health Awareness	Birmingham & Solihull Mental Health Foundation Trust

3.8 In addition, several smaller projects awarded under BCC’s Refugee Grants programme run alongside and complement the above commissioned services.

3.9 This Cabinet paper and related Cabinet decision has direct impact on recommissioning of the Year 1: Accommodation, Orientation & Support Service – this is detailed in section 7.5 of this report. The Years 2+ Services will also be recommissioned over the next 12-24 months, but this would be necessary regardless of this Cabinet paper and Cabinet decision due to the continuation of

support necessary for existing resettled refugees in the city under the Syrian Vulnerable Persons Resettlement Scheme and the UK Resettlement Scheme.

4 Options considered and Recommended Proposal

4.1 Local authorities were initially asked to respond within a short timeframe. Broadly, the following options were considered:

4.1.1 Not making a commitment to ACRS/ARAP.

4.1.2 Making a commitment to ACRS/ARAP at levels equivalent to the average number of arrivals into Birmingham via previous refugee resettlement schemes since 2015.

4.1.3 Making a commitment to ACRS/ARAP at an increased level to the average number of arrivals in Birmingham via previous refugee resettlement schemes since 2015.

4.2 The recommended proposal is to make a commitment to ACRS/ARAP at levels equivalent to the average number of arrivals into Birmingham via previous refugee resettlement schemes since 2015. Over the remainder of 2021/22, this would mean maintaining our ARAP pledge of 80 individuals, then increasing the pledge to 110 per year (to include ACRS). This is 300 in total over three years, including the 80 already pledged.

4.3 Government has not stipulated for how many years ARAP/ACRS will see arrivals, beyond stating that arrivals will occur over “the next few years” and that each individual will be entitled to three years’ support following arrival. For this reason, the proposal recommended to Cabinet also includes delegating the decision to the Cabinet Member(s) for Social Inclusion, Community Safety & Equalities and corporate officer lead for migration, to continue to resettle refugees under these schemes at this same rate (110 individuals per year) for up to a further two years (2024/25 and 2025/26), providing the scheme still exists and local authority funding provided by the Home Office under the scheme has not substantively changed.

4.4 This proposal is recommended to Cabinet in the context of:

4.4.1 Birmingham being the second largest UK local authority by population size, 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.

4.4.2 2021/22 being a pivotal year for the city in terms of Covid-19 recovery. This includes the Council still dealing with very delayed arrivals on the UK Resettlement Scheme for refugees, to which the Council has an existing pledge of 110 arrivals over one year. At present, Government has given Councils no indication of whether this scheme will continue past its introductory

year, and therefore, whether Councils will be asked to consider making further commitments to refugees.

5 Consultation

- 5.1 There has been specific, portfolio consultation on the contents of this Cabinet report with the Cabinet Member for Homes & Neighbourhoods, Cabinet Member for Health & Social Care, Cabinet Member for Vulnerable Children & Families and the Cabinet Member for Education, Skills & Culture.
- 5.2 Externally, the City of Sanctuary Partnership Board, and the Resettlement Working Group have been consulted. These fora include key statutory and non-statutory stakeholders in the strategy and delivery of resettlement activity in Birmingham.
- 5.3 Existing commissioned providers of refugee resettlement services have also been consulted and have supplied relevant data used in the Risk Management section of this report.

6 Risk Management

6.1 Cohesion & Community Safety

- 6.2 Birmingham is a multicultural and super-diverse city. Although this is more true of some parts of the city than others, holistically it means that people from different cultures and backgrounds can, generally speaking, access amenities and meet their needs adequately without having to travel too far.
- 6.3 With previous and current resettlement schemes efforts are made to reduce the risk of community safety issues when accommodation is sourced. There have been relatively low rates of hate crimes reported by families resettled under UKRS and SVPRS in Birmingham.
- 6.4 Of a total of 127 families resettled under the above schemes , since 2015,
 - 6.4.1 Two families have been supported by BCC commissioned providers to report hate crime to the Police.
 - 6.4.2 One family has been moved within Birmingham due to being subject to Anti-Social Behaviour.
 - 6.4.3 There is some anecdotal evidence of ongoing issues with neighbours including potentially racially motivated experiences by some families.
- 6.5 Most families enjoy good relationships with their neighbours. There are often stories of food being shared at Eid and people having support from neighbours with urgent issues. Neighbours have also been welcoming to Afghan families that have recently arrived, including showing them to the nearest supermarket and providing reusable shopping bags for them to use.
- 6.6 With the ACRS and ARAP schemes there may be additional risks around the immediate political situation in Afghanistan and the impact of that on local

tensions. This is being closely monitored in partnership with the Community Safety Partnership.

- 6.7 BCC commission a range of refugee resettlement / integration services. These include, the existing commissioned service provided to families in their first year which is designed to help families settle, make social connections and understand their rights around community safety. In addition, a further commissioned service “Birmingham Navigators” supports families to access local services, amenities, cultural and social activities in a way that helps them develop a sense of belonging and investment in the city.

6.8 Education

- 6.9 As with previous and existing refugee resettlement schemes, the ACRS and ARAP schemes will have a focus on family groups, some of which (subject to availability of accommodation locally) may be large, e.g. 4+ children.
- 6.10 Children from migrant families generally have English as an Additional Language (EAL), requiring additional classroom support at least initially.
- 6.11 Generally, those arriving in older year groups and/or in exam year groups will require more support than those arriving in younger year groups.
- 6.12 BCC commission a range of resettlement / integration support services. This includes an existing, dedicated post, employed by the commissioned Y1 resettlement provider and hosted by the BCC Schools Admissions team, funded through resettlement budgets. The postholder supports resettled families with the schools admissions and allocations process.
- 6.13 Through this post, 100% of resettled children are registered with the school within the first 2 months of arrival, if not sooner. Those arriving within school Summer Holidays tend to experience the longest waiting time, but this is still achieved within 2 months.
- 6.14 A small number of resettled children with special needs have experienced delays in accessing education caused by the delays with SENAR in assessing needs and producing EHCP plans. Since 2015, three resettled children have had to wait between 6 – 12 months to access specialist provision.
- 6.15 In line with previous refugee resettlement schemes, the funding for the ARAP/ACRS includes an Education tariff to be received by schools, via the BCC Commissioning team. This tariff can be spent however the schools see fit to aid the arrival and integration of refugee pupils.
- 6.16 There is existing good practice from the Syrian Vulnerable Persons Resettlement Scheme (SVPRS) whereby one of the grants awarded under the BCC Refugee Grants Programme has addressed the needs of refugee children in school, by developing the provision of English as an Additional Language (EAL) App with free school subscriptions.

6.17 Birmingham has a strong Schools of Sanctuary network, in which schools run projects to better understand refugee experiences. Feedback from resettled families and BCC Commissioned resettlement providers indicates that most schools are welcoming and are keen to do everything they can to welcome resettled children.

6.18 Employment

6.19 As with previous and existing refugee resettlement schemes, finding employment will be a priority for adults arriving.

6.20 Refugees can face barriers accessing the employment market in the UK. For example, they may:

- Lack records and evidence of education, qualifications or previous work history. Or they may have these records but lack UK accreditation / recognition.
- Lack the appropriate level of English language or evidence of English language attainment.
- Find that their previous work history does not match UK labour demand.
- Lack connections, networks (e.g. references), and some of the softer skills involved with working in the UK.
- Face discrimination in selection processes or in the workplace.
- Be unsupported to deal with other challenges settling in a new country – insecurity, trauma, financial issues – which can affect obtaining and maintaining work.

6.21 BCC commission a range of resettlement / integration support services. Since 2019, this has included a dedicated employment support service. As a direct result of this commissioned service, there are currently 39 individuals in employment / self-employment and 94 individuals who have been volunteering or attended training. This is in addition to those refugees who have secured their own employment outside of this service.

6.22 Those arriving through ARAP will have been previously employed by the British military. It is therefore expected that these families will arrive with recent and demonstrable work history in potentially highly skilled occupations including a good level of English language. These factors are expected to reduce some of the key barriers highlighted in 6.20 above.

6.23 English language

6.24 As with previous and current refugee resettlement schemes, English language acquisition is a key priority for families arriving and for the welcoming community. It unlocks many other aspects of integration, such as employment and social connections.

- 6.25 Evidence from the UK Resettlement Scheme (current) and the Syrian Vulnerable Persons Resettlement Scheme (2015-2020) suggests that the general level of English on arrival for these groups was found to be low. However, families engage(d) well with ESOL (English for speakers of other languages) provision and supplementary English conversation offers and have demonstrated improvements.
- 6.26 In response, BCC commissioned extra ESOL for the Syrian cohort designed to provide English learning in addition to formal provision. In the last two years, 160 adults have attended this provision with 56 moving on to study ESOL with mainstream providers all at entry level 1 and 2. In addition, 15 Syrian students took the Pearson E1 functional skills maths exam and 12 passed. It was the first time these students have done an exam in the UK.
- 6.27 The English of those arriving via the ARAP scheme is expected to be good, given an adult in each family has previously been employed by the British Army, most likely as interpreters.
- 6.28 BCC commission a range of resettlement / integration support services . This includes providing resettlement funding for the Birmingham ESOL Hub via Birmingham Adult Education Services. This is a 3-year project to provide an online one-stop-shop for the city's ESOL provision and to facilitate pathways that match a learner to different types of ESOL provision in the city including ESOL into employment.

6.29 Health

- 6.30 Families arriving via the Syrian Vulnerable Persons and UK Resettlement Schemes (2015-current year) have been selected for resettlement by UNHCR and the UK Government on the basis of demonstrating one or several vulnerabilities. This can include those in need of medical attention and those with mobility needs. For this reason, to date, there has been a medium to high level engagement with health services on arrival amongst resettled refugees.
- 6.31 Although medical and mobility needs are not ruled out on the ACRS and ARAP schemes, it is also (unlike UKRS and SVPRS) not a specific purpose of the schemes. Therefore, it is expected that the medical needs of those arriving on ACRS and ARAP will be lower that with previously resettled groups.
- 6.32 Generally speaking, issues in refugee health can concern:
- Physical health condition related to reason for displacement or occurring during displacement.
 - Physical health condition related to lack of access to adequate health services during displacement.
 - Mental health condition related to reason for displacement or occurring as a result of (prolonged) displacement or resettlement.

- Lack of healthcare literacy including understanding of NHS services and UK medical practices, etc.

6.33 As with previous resettlement schemes CCGs are entitled to receive £2,600 per person that is resettled on their footprint. They may use this funding to cover costs or commission services as they see fit.

6.34 Though Resettlement funding, BCC has commissioned a Mental Health Awareness service via Birmingham & Solihull Mental Health Foundation Trust. This service has run workshops directly with refugees and with organisations supporting them. The service is now also developing a therapeutic model for refugee mental health.

6.35 Housing

6.36 Since BCC's initial participation in resettlement schemes in 2015, accommodation has been procured exclusively via the BCC commissioned resettlement provider. Accommodation is only offered to the scheme if it is deemed to be adequate, safe and of good quality, and as affordable as possible for the family, with a view to preventing the family from falling into crisis when BCC resettlement support ceases.

6.37 Since 2015, accommodation has been procured exclusively in the Private Rented Sector. Accommodation of the right composition and affordability is difficult to find in the Private Rented Sector but has been manageable at the rates resettled since 2015.

6.38 Going forward, being able to take up any offers of hard-to-let properties from Registered Providers, might enable the Council to welcome refugee families of larger compositions, who can be most in need of resettlement support. This would be exclusively market-led and subject to internal verification by BCC of the offered properties not having received any Council nominations.

6.39 Despite being housed initially in the Private Rented Sector, a small number of families have chosen to apply for Council housing after a few years. Most often this has been against the advice and intervention of commissioned providers. This has been the case for 9 families (out of a total of 127 households) since 2015.

6.40 Government has also announced a new Housing Fund to support those being resettled under either the Afghan Assistance & Relocation Policy or the Afghan Citizens Resettlement Scheme, for whom the cost of rent exceeds the benefit cap. This can be drawn down by local authorities on a case by case basis.

6.41 Social Care

6.42 As with previous refugee resettlement schemes, those arriving under ARAP / ACRS will have full access to Public Funds so will not approach BCC for a NRPF (No Recourse to Public Funds) assessment or support. As with other residents in the city, they are eligible to access mainstream social care support.

- 6.43 The incidence rate of social care referrals with previous and current refugee resettlement schemes is low.
- 6.44 Out of the 550 cohort (127 families), since 2015, there have been:
- 6.44.1 10 adult social care referrals
 - 6.44.2 5 CASS referrals, of whom 3 families are receiving ongoing support from Birmingham Children's Trust.
 - 6.44.3 4 requests for additional support

6.45 Welfare & Rights

- 6.46 As with previous and current refugee resettlement schemes, those arriving under ARAP and ACRS will come with secure immigration status and indefinite leave to remain, meaning they have full entitlement to public funds, work, housing, health, education, etc.
- 6.47 Generally speaking, refugee families can face barriers accessing their rights around immigration status, other immigration issues (e.g. family reunion), housing, employment and welfare.
- 6.48 Birmingham benefits from a range of third sector, accredited advice providers that are well placed to meet these needs.
- 6.49 In addition, a commissioned service "Welfare & Tenancy Support" assists resettled families manage their welfare entitlements and tenancies, especially around decision making and supporting families through periods of transition.

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 Under Section 111 of the Local Government Act 1972, a local authority has the power to take action which is calculated to facilitate, or is conducive or incidental to, the discharge of any of its functions and therefore has a general power to enter into contracts for the discharge of any of its functions. Section 93 of the Local Government Act 2000 gives the Secretary of State power to award grants to local authorities for expenditure incurred by them in the provision of welfare services determined by the Secretary of State.
- 7.3.2 There are no other legal implications from the decisions recommended to Cabinet. As the refugees within the new scheme will have a legal right to reside in the UK indefinitely, including full access to public services, entitlement under the Housing Act 1996 and benefits, entitlement under the Education Act 1996

(for children aged between 3 to 18 years), there are no negative implications resulting from the Immigration and Asylum Act 1999 and the Immigration Act 2016 which the Council will need to consider.

7.4 Financial Implications

7.4.1 The ARAP and ACRS schemes are funded by central government via a Funding Instruction. The purpose of the funding is to both protect public service from any initial strain on resources, and to facilitate investment in services to achieve integration and independence for those arriving via resettlement routes.

7.4.2 The funding is provided retrospectively and on a per capita basis in the following way:

Local authority tariff		
Individual's first year	Individual's second year	Individual's third year
£10,500	£6,000	£4,020
Education tariff (to be received via local authorities and transferred)		
Individual's first year (one-off)		
Age 3-4 on arrival	Age 5-18 on arrival	All other ages
£2,250	£4,500	£0
CCG tariff (to be received directly by CCGs)		
Individual's first year (one-off)		
£2,600		

7.4.3 Profiling this income over the proposed schedule of arrival equates to the following:

7.4.4 Local authority direct funding

	Y1	Y2	Y3	Financial year total
	@ £10,500	@ £6,000	@ £4,020	
2022/23	110			£1,155,000
2023/24	110	110		£1,815,000
2024/25		110	110	£1,102,200
2025/26			110	£442,200
			Grand total	£4,514,400

7.4.5 Local authority education funding (estimated)

	Y1 – children ages 3-18 estimated at 50% of cohort	
	@ £3,375 (average)	Financial year total
2022/23	55	£185,625
2023/24	55	£185,625
	Grand total	£371,250

7.4.6 CCG direct funding

	Y1 – all individuals	
	@ £2,600	Financial year total
2022/23	110	£286,000
2023/24	110	£286,000
	Grand total	£572,000

7.4.7 The funding to the LA (7.4.4) will be spent on procuring services to offer support to refugees arriving via these schemes as detailed in section 7.5. An overview of the current procured services is in section 3.8. Over the first 12 months of a refugee's residence, the value of these services is not expected to exceed £1,595,227. This total estimated maximum value is based on the current per capita cost for the procurement of a contract for similar services already held by the Council.

7.4.8 With the remainder of the local authority funding, additional services will be procured or existing services extended, depending on whether the needs of the newly arriving Afghans can be met in the existing commissioned offer.

7.4.9 Administration and overhead costs for management and administration of the scheme is carried out by the Refugee & Migration Commissioning team, Adults Social Care, which is an existing team funded by phase one of this and a number of other existing grants, so there is no additional spend requirement for coordination.

7.4.10 From estimations of support required and of existing refugee schemes we are comfortable that the 3 year funding package per individual is sufficient for support without creating short term financial pressure on the Council, and that its application over these three years on the support package outlined in this paper will minimise the need for ongoing support to individuals at a cost to the public purse.

7.5 Procurement Implications

7.5.1 For the provision of Year 1 Accommodation, Orientation & Support services, the total cost of procuring services is not expected to exceed £1,595,227. Procurement of this service will be structured as follows:

7.5.1.1. An existing provider is in place whose contract can be varied in accordance with Regulation 72 of the procurement contract regulations to incorporate up to 30 new refugee arrivals. The value of this variation is not expected to exceed £217,531, based on the current unit cost.

7.5.1.2. To accommodate the remaining 190 arrivals (220 – 30 included in the above variation) recommissioning of this service is recommended. The value of this procurement is not expected to exceed £1,377,696, based on the current unit cost.

- 7.5.2 When tendering, it will also be made clear to bidders that the procured service may be used by (an)other local authority/ies in the West Midlands, to allow for joint commissioning of services if this becomes necessary at a later date.

7.6 Human Resources Implications

- 7.6.1 It is not envisaged that this decision will have any immediate impact on staff resource within Birmingham City Council, primarily due to the commissioned nature of support put in place to new refugees in the city.
- 7.6.2 The existing staff resource dedicated to commissioning services for new refugees consists of:
- 7.6.2.1. 1 GR5 Senior Commissioning Officer 1.0 FTE (permanent)
 - 7.6.2.2. 1 GR4 Commissioning Officer 0.9 FTE (FTC)
 - 7.6.2.3. 1 GR3 Business Support Officer 0.5 FTE (FTC)
 - 7.6.2.4. In addition, oversight from Commissioning Manager for Refugees & Migration (FTC), and support from wider Refugees & Migration Commissioning Team (6.9 FTE including the above).
- 7.6.3 There are no HR implications on the co-funded Schools Admissions post as this employment contract is held by the commissioned resettlement provider and continuation of the match-funding for the post by BCC has been included in forecasting within existing budgets.
- 7.6.4 Subject to Cabinet decision making, it is likely that the posts marked FTC in 7.6.2 above will require extending in line with the new expected end date for the refugee resettlement workstream.

7.7 Public Sector Equality Duty

- 7.7.1 An Equality Impact Needs Assessment for this report has been completed and is attached as an **Appendix 2**.

8 Appendices

- 8.1 Appendix 1 – Phase one Cabinet report “Afghan Interpreters Relocation Scheme”
- 8.2 Appendix 2 – Equality Impact Needs Assessment EQUA772

9 Background Documents

- 9.1 City of Sanctuary Policy Statement 2018-22