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| Title of proposed EIA                                       | Refugee Transitions Outcome Fund  |
| Reference No  | EQUA717   |
| EA is in support of   | New Service   |
| Review Frequency  | Annually  |
| Date of first review  | 01/07/2022  |
| 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"/> Gordon Strachan  |
| Accountable Officer(s)                                      | <input type="checkbox"/> John Freeman   |
| Purpose of proposal   | To support the implementation of the Refugee Transitions Outcome Fund project, should the funding application be successful   |
| Data sources  | relevant reports/strategies; relevant research; Other (please specify)  |
| Please include any other sources of data                    | Locally held data on new refugee families   |
| <br>ASSESS THE IMPACT AGAINST THE PROTECTED CHARACTERISTICS |   |
| Protected characteristic: Age                               | Service Users / Stakeholders  |
| Age details:  | <p>The age profile of newly granted refugees in Birmingham tends to be 20s - 40s, and of working age. Some refugees will be in family groups that include children, and some may also have adult and /or elderly dependents. Only those economically active and of working age are eligible for direct support through the project, due to the Home Office fund-level stipulations. But that support may have a wider impact on that person's dependents (either children or elderly relatives). In order to mitigate risks of potential discrimination through age, the following considerations will be made:</p> <ul style="list-style-type: none"> <li>* delivery of project activity via face to face delivery rather than solely online.</li> <li>* Housing advice that as far as possible takes into account age-related considerations.</li> <li>* Personalised integration plans that take into account age-related</li> </ul> |

considerations.

Governance boards attached to the SIB Governance will monitor risks attached to the programme on an ongoing basis including discrimination.

Protected characteristic: Disability

Service Users / Stakeholders

Disability details:

New refugees in Birmingham tend to demonstrate a lower rate of disability than the UK-born resident population. Only those economically active and of working age are eligible for direct support through the project, due to the Home Office fund-level stipulations. This will exclude anyone unable to work or look for work for reasons related to disability. 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.

Protected characteristic: Sex

Service Users / Stakeholders

Gender details:

New 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 will be accessible by all genders. In order to mitigate any risks of discrimination based on gender, the service will delivery appropriate measures in order to allow for full participation by different genders. This may include childcare referrals for women with children, or culturally aware services for some men.

Protected characteristics: Gender Reassignment

Service Users / Stakeholders

## Gender reassignment details:

To our knowledge, existing services (Local authority asylum seekers liaison project) have not been accessed by new 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.

## Protected characteristics: Marriage and Civil Partnership

Service Users/ Stakeholders

## Marriage and civil partnership details:

New refugees in the city can include those in marriages or in civil partnerships. The project will not discriminate against anyone on the basis of this characteristic by engaging culturally aware service providers who can work with couples and singles alike to meet their housing, integration and employability needs.

## Protected characteristics: Pregnancy and Maternity

Service Users / Stakeholders

## Pregnancy and maternity details:

New refugees are sometimes currently or recently pregnant. Those who become pregnant whilst enrolled on the project will be supported to access their pregnancy and maternity rights whilst in work or in society generally.

## Protected characteristics: Race

Service Users / Stakeholders

## Race details:

The project seeks to recognise the overall inequality new refugees in Birmingham face on the basis of being newly arrived in the UK. This will include refugees from different countries all over the world - a broad range of countries of origin are represented in Birmingham's asylum 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 will help overcome some key barriers such as employment and housing, as well as reduce longer

term inequality for individuals and family members.

Protected characteristics: Religion or Beliefs

Service Users / Stakeholders

Religion or beliefs details:

The project seeks to recognise the overall inequality that new refugees in Birmingham face on the basis of being newly arrived in the UK. This will include 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 key needs and opportunities such as housing and employability, and close the gap accordingly.

Protected characteristics: Sexual Orientation

Service Users / Stakeholders

Sexual orientation details:

New refugees in Birmingham can include those who have sought sanctuary and safety 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 new refugees in accessing needs and opportunities such as employment and housing.

Socio-economic impacts

New refugees through the asylum route tend to come from a range of social economic backgrounds. However, this project will predominantly be aimed at supporting those who were accommodated by the Home Office as destitute asylum seekers. The project will support them to access needs and opportunities

such as employment and housing.

Please indicate any actions arising from completing this screening exercise. No actions 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. No

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

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 needs and opportunities such as housing, employment and wider integration, and close the gap accordingly.

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 needs and opportunities such as housing, employment and wider integration, and close the gap accordingly.

## QUALITY CONTORL SECTION

Submit to the Quality Control Officer for reviewing?

No

Quality Control Officer comments

Whereby it is noted that there is little instance disability presentation within this cohort, it would be pertinent to consider the possibility of increased instances of poor mental health as a result of increased likelihood of trauma country of origin. Annual review should be mindful of equity of opportunity to access support and treatment mental health conditions.

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

02/07/2021

Reasons for approval or rejection

agree with comment from Quality Officer - early review will start to pick up issues for individuals with "invisible" disabilities.

Please print and save a PDF copy for your records

Yes

Julie Bach

☐ John Freeman

Person or Group

Content Type: Item

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