

Equality Impact Assessment [version 2.9]



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| Title: Delegated decision on number of refugee families resettled annually in Bristol | |
| <input checked="" type="checkbox"/> Policy <input type="checkbox"/> Strategy <input type="checkbox"/> Function <input checked="" type="checkbox"/> Service <input type="checkbox"/> Other [please state] | <input type="checkbox"/> New <input type="checkbox"/> Already exists / review <input checked="" type="checkbox"/> Changing |
| Directorate: Adult Social Care | Lead Officer name: Francesca Wickens |
| Service Area: Refugee Resettlement and Asylum Seeker Services | Lead Officer role: Head of Service – Refugee Resettlement and Asylum Seekers |

Step 1: What do we want to do?

The purpose of an Equality Impact Assessment is to assist decision makers in understanding the impact of proposals as part of their duties under the Equality Act 2010. Detailed guidance to support completion can be found here [Equality Impact Assessments \(EqIA\) \(sharepoint.com\)](https://sharepoint.com).

This assessment should be started at the beginning of the process by someone with a good knowledge of the proposal and service area, and sufficient influence over the proposal. It is good practice to take a team approach to completing the equality impact assessment. Please contact the [Equality and Inclusion Team](#) early for advice and feedback.

1.1 What are the aims and objectives/purpose of this proposal?

Briefly explain the purpose of the proposal and why it is needed. Describe who it is aimed at and the intended aims / outcomes. Where known also summarise the key actions you plan to undertake. Please use plain English, avoiding jargon and acronyms. Equality Impact Assessments are viewed by a wide range of people including decision-makers and the wider public.

This Equalities Impact Assessment (EqIA) relates the proposal Refugee Resettlement and Asylum Seeker Services will be presenting at ASC Policy Committee on 2nd September 2024: **Delegated decision on number of refugee families resettled annually in Bristol.**

- The proposal seeks approval from the Committee for Adults Social Care to resettle 30 refugee families in Bristol each year – 15 families via the Afghan Citizens Resettlement Scheme (ACRS) and 15 families via the UK Resettlement Scheme (UKRS), funded by the Home Office and supported by BCC's Refugee Resettlement Team.

Afghan Citizens Resettlement Scheme (ACRS)

The ACRS opened in January 2022 and is one of the UK's most ambitious resettlement schemes. It is designed to support those who have assisted UK efforts in Afghanistan, represented UK values, and those with particular vulnerabilities¹. People eligible for this scheme come through three referral pathways:

- Evacuation through the UK Government's Operation Pitting
- Referrals from the United Nations High Commissioner for Refugees (UNHCR)
- At-risk British Council and GardaWorld contractors and Chevening alumni

Refugees resettled via ACRS receive funding from the Home Office for a three-year period, which BCC's Resettlement team will use to provide wrap-around support.

UK Resettlement Scheme (UKRS)

¹ [FACTSHEET: ACRS and other routes – Home Office in the media \(blog.gov.uk\)](#)

The UKRS replaced the Syrian Vulnerable Person Resettlement Scheme (VPRS), Vulnerable Children's Resettlement Scheme (VCRS) and the Gateway Programme which welcomed over 20,000 people to UK.

The UKRS is accessible to refugees who have been assessed for resettlement by UNHCR against resettlement submission categories including survivors of torture and/or violence, those with legal, physical protection, and medical needs, women and girls at risk, family reunification, and others at serious risk².

Refugees resettled via UKRS receive funding from the Home Office for a five-year period, which BCC's Resettlement team will use to provide wrap-around support.

Wrap-around Support for Resettled Refugees

BCC's Resettlement Team are set-up to, and experienced in, providing comprehensive support in resettling refugees in Bristol. The work of the team to date has contributed to a local infrastructure that helps BCC better support people affected by forced migration. Since BCC began resettling refugees in 2016, support for these families and individuals has been met within Home Office funding. The Resettlement Team are prepared to continue the delivery of the service annually for ongoing clients and new arrivals alike.

Through Home Office funding, related spending criteria for these schemes, and support from BCC's Resettlement team, refugees from both ACRS and UKRS schemes will receive:

- Allocated case worker from BCC's Resettlement Welcome Team for each family in the first year
- Initial welcome at the airport and accompanying to new home
- Sourced accommodation in the private rented sector (paid through Home Office funding)
- Required furniture and household items
- Language/interpretation support
- Welfare checks
- Support to make a Universal Credit claim, child benefit and other benefits as needed
- Support to open bank accounts
- Registration with GP
- The Haven specialist primary care appointment for newly arrived refugees
- Registration with optician and dentist
- Delivery of Biometric Residence Permit
- Financial assistance until UC is received
- Bus passes for three months for orientation
- Coordination of school, nursery or college places
- Befrienders and volunteers for orientation
- English as a Second Language (ESOL) classes
- Individual Support Plans for people aged 18 and over
- Access to employment support via the Refugee Employment Programme and volunteering opportunities
- Linking resettled refugees with local voluntary and community organisations to encourage networking, community, and integration
- Allocated case worker from BCC's Resettlement Independence Team for the following two (ACRS) or four (UKRS) years

BCC Refugee Resettlement has procedures in place to ensure:

² [Resettlement \(publishing.service.gov.uk\)](https://publishing.service.gov.uk)

- Refugees feel welcomed and safe in Bristol and are supported to integrate
- Safe and viable accommodation is offered to resettled refugees
- A quality service is provided to guests, sponsors, and hosts
- The risk of homelessness is minimalised post-schemes ending

This EqIA shows the data we have for resettled refugees currently in Bristol, highlighting the main issues we are aware of at present. We acknowledge that the information about refugees in Bristol is not fully comprehensive and therefore we can only make assessments based on the information we have. As data collection improves as will the quality and influence of relevant impact assessments.

1.2 Who will the proposal have the potential to affect?

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|--|---|---|
| <input checked="" type="checkbox"/> Bristol City Council workforce | <input checked="" type="checkbox"/> Service users | <input checked="" type="checkbox"/> The wider community |
| <input checked="" type="checkbox"/> Commissioned services | <input checked="" type="checkbox"/> City partners / Stakeholder organisations | |
| Additional comments: | | |

1.3 Will the proposal have an equality impact?

Could the proposal affect access levels of representation or participation in a service, or does it have the potential to change e.g. quality of life: health, education, or standard of living etc.?

If 'No' explain why you are sure there will be no equality impact, then skip steps 2-4 and request review by Equality and Inclusion Team.

If 'Yes' complete the rest of this assessment, or if you plan to complete the assessment at a later stage please state this clearly here and request review by the Equality and Inclusion Team.

| | |
|---|-----------------------------|
| <input checked="" type="checkbox"/> Yes | <input type="checkbox"/> No |
|---|-----------------------------|

Step 2: What information do we have?

2.1 What data or evidence is there which tells us who is, or could be affected?

Please use this section to demonstrate an understanding of who could be affected by the proposal. Include general population data where appropriate, and information about people who will be affected with particular reference to protected and other relevant characteristics: <https://www.bristol.gov.uk/people-communities/measuring-equalities-success>.

Use one row for each evidence source and say which characteristic(s) it relates to. You can include a mix of qualitative and quantitative data e.g. from national or local research, available data or previous consultations and engagement activities.

Outline whether there is any over or under representation of equality groups within relevant services - don't forget to benchmark to the local population where appropriate. Links to available data and reports are here [Data, statistics and intelligence \(sharepoint.com\)](#). See also: [Bristol Open Data \(Quality of Life, Census etc.\)](#); [Joint Strategic Needs Assessment \(JSNA\)](#); [Ward Statistical Profiles](#).

For workforce / management of change proposals you will need to look at the diversity of the affected teams using available evidence such as [HR Analytics: Power BI Reports \(sharepoint.com\)](#) which shows the diversity profile of council teams and service areas. Identify any over or under-representation compared with Bristol economically active citizens for different characteristics. Additional sources of useful workforce evidence include the [Employee Staff Survey Report](#) and [Stress Risk Assessment Form](#)

| Data / Evidence Source | Summary of what this tells us |
|------------------------|-------------------------------|
|------------------------|-------------------------------|

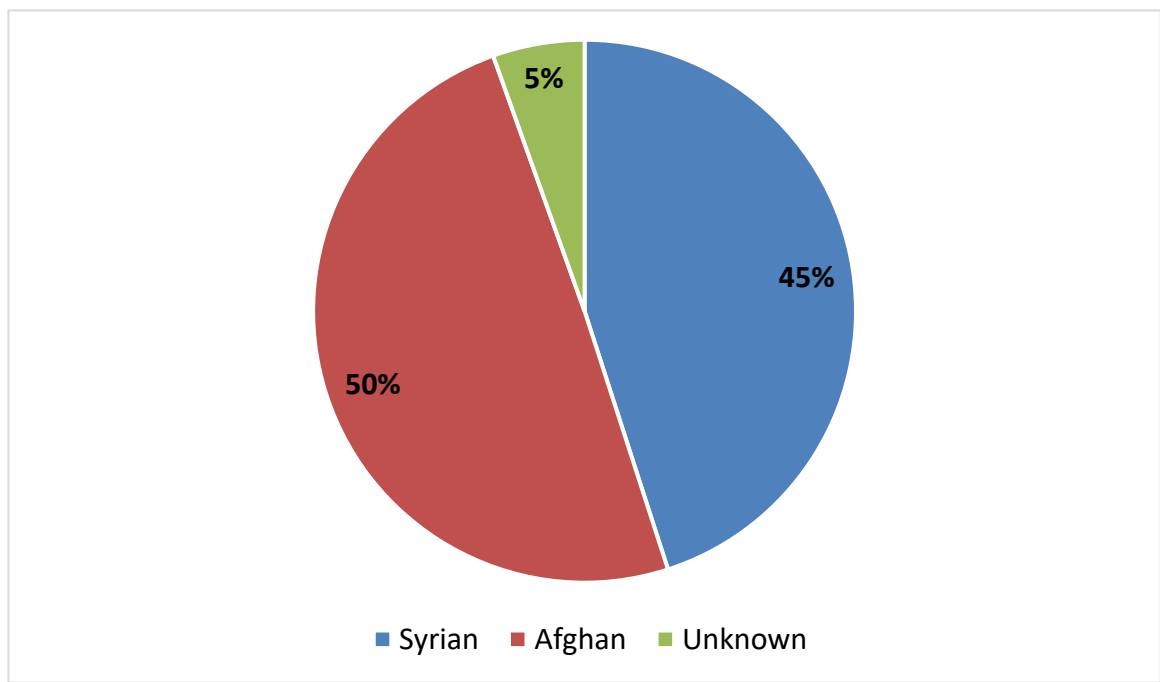
Data held on refugees resettled in Bristol

Since 2016, Bristol’s Resettlement Team have resettled 895 refugees locally from three national schemes:

- Vulnerable Persons Resettlement Scheme (VPRS): 403
- Afghan Citizens Resettlement Scheme (ACRS): 443
- UK Resettlement Scheme (UKRS): 49

Nationality breakdown of resettled refugees

Breakdown of nationalities of refugees resettled by BCC since 2016. The ‘unknown’ category relates to refugees resettled via the UKRS. We will do further work to identify the nationality breakdown of this scheme.



As our proposal is to welcome 30 refugee families each year until March 2027, this represents an approximate maximum of 120 individuals each year (based on average family size of four people).

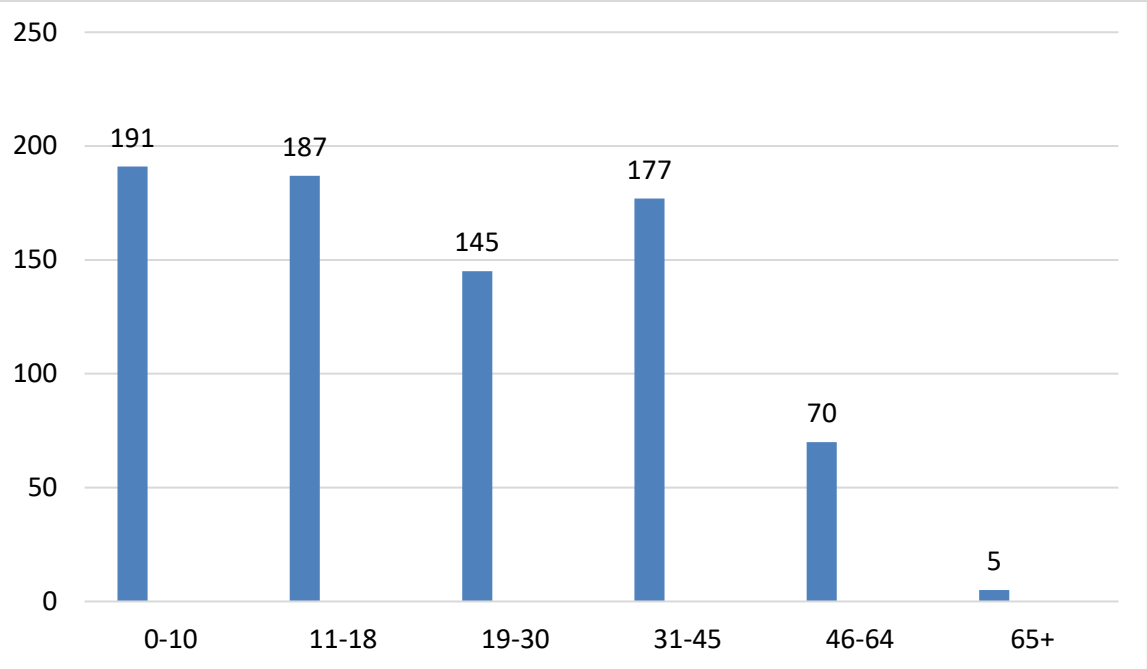
15 families, or approximately 60 individuals, are proposed to be resettled via the Afghan Citizens Resettlement Scheme (ACRS), meaning means approximately 50% of the 30 refugee families will be of Afghan nationality.

15 families, or approximately 60 individuals, are proposed to be resettled via the UK Resettlement Scheme (UKRS). We do not yet know what the nationality breakdown will be for this group, as the scheme is ‘accessible to refugees who have been assessed for resettlement by UNHCR [United Nations High Commissioner for Refugees]’, rather than specific countries.

Data / Evidence Source

Summary of what this tells us

Age breakdown of refugees resettled in Bristol since 2016:

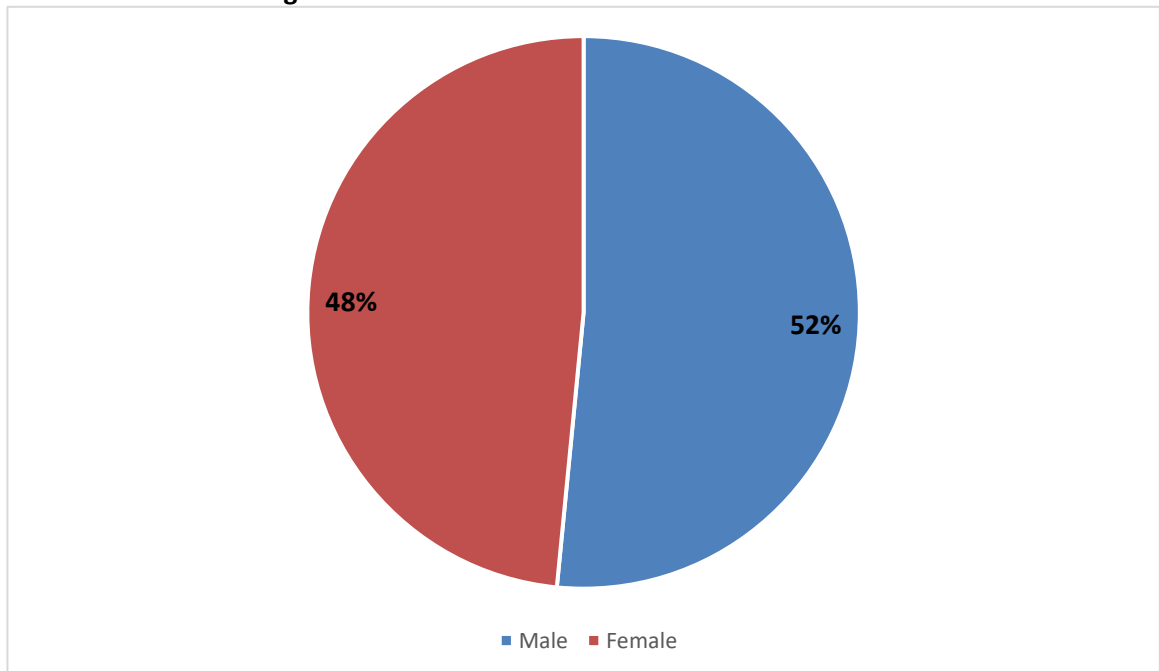


We can see from the above chart that of the refugees that Bristol has resettled since 2016:

- Just under half (49%) are children and young people aged 18 and under.
- Approximately 50% are aged 19 – 64.
- Less than 1% are senior citizens aged 65 and over.

We do not yet have the age data for the refugees we propose to resettle in Bristol each year until March 2027, but this data gives us a good indication of what we are likely to expect. We will continue to collect this data to best inform support.

Sex breakdown of refugees resettled in Bristol since 2016:



We do not yet have the sex data for the refugees we propose to resettle in Bristol each year until March 2027, but this data gives us a good indication of what we are likely to expect. We will continue to collect this data to best inform support.

| Data / Evidence Source | Summary of what this tells us |
|---|---|
| | <p>Faith breakdown of resettled refugees: Although we do not currently have the exact breakdown of faith data for resettled refugees and those we propose to welcome, a majority percentage are highly likely to be of Muslim faith. We will work to collect this data to best inform support.</p> <p>Breakdown of refugees with complex needs: Due to the nature of both schemes, we know that a high percentage of refugees resettled in Bristol thus far, and those that we propose to welcome going forward, have faced, and continue to process, complex and often multiple traumatic experiences. Many have complex mental and physical health needs. The Resettlement Teams (Welcome and Independence respectively) work closely with and refer to The Haven specialist primary care appointment for newly arrived refugees for focused support. We will continue to collect this data to best inform support.</p> <p>Further data work in this area: We have further work to do in terms of gathering and presenting equalities and demographic data for refugees, and this is an area of focus for our service going forward. We will proactively gather and monitor data for any newly arrived refugees in Bristol, as well as work on updating the equalities data we currently hold for refugees already resettled in Bristol. We aim to illustrate resettled refugee more detailed data illustrating faith, Disabilities, and sexuality breakdowns.</p> |
| <p>Additional comments: None</p> | |

2.2 Do you currently monitor relevant activity by the following protected characteristics?

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|--|---|--|
| <input checked="" type="checkbox"/> Age | <input checked="" type="checkbox"/> Disability | <input type="checkbox"/> Gender Reassignment |
| <input checked="" type="checkbox"/> Marriage and Civil Partnership | <input checked="" type="checkbox"/> Pregnancy/Maternity | <input checked="" type="checkbox"/> Race |
| <input type="checkbox"/> Religion or Belief | <input checked="" type="checkbox"/> Sex | <input type="checkbox"/> Sexual Orientation |

2.3 Are there any gaps in the evidence base?

Where there are gaps in the evidence, or you don't have enough information about some equality groups, include an equality action to find out in section 4.2 below. This doesn't mean that you can't complete the assessment without the information, but you need to follow up the action and if necessary, review the assessment later. If you are unable to fill in the gaps, then state this clearly with a justification.

For workforce related proposals all relevant characteristics may not be included in HR diversity reporting (e.g. pregnancy/maternity). For smaller team's diversity data may be redacted. A high proportion of not known/not disclosed may require an action to address under-reporting.

We know there are gaps in our refugee resettlement schemes' diversity information - especially where personal and confidential information is voluntarily requested. We are actively working to collect as much equalities data as possible going forward to ensure we can respond to particular needs of those with protected characteristics, especially where these intersect.

We also know that there are gaps in our diversity data for some protected characteristics citywide – for example, data on gender reassignment - especially where this has not historically been included in census and statutory reporting.

2.4 How have you involved communities and groups that could be affected?

You will nearly always need to involve and consult with internal and external stakeholders during your assessment. The extent of the engagement will depend on the nature of the proposal or change. This should usually include individuals and groups representing different relevant protected characteristics. Please include details of any completed engagement and consultation and how representative this had been of Bristol's diverse communities. See <https://www.bristol.gov.uk/people-communities/equalities-groups>.

Include the main findings of any engagement and consultation in Section 2.1 above.

If you are managing a workforce change process or restructure please refer to [Managing change or restructure \(sharepoint.com\)](#) for advice on consulting with employees etc. Relevant stakeholders for engagement about workforce changes may include e.g. staff-led groups and trades unions as well as affected staff.

The Afghan Citizens Resettlement Scheme (ACRS) and UK Resettlement Scheme (UKRS) were setup by central government as urgent humanitarian responses.

Local authorities and charity sector organisations have reacted quickly in putting together services and processes. Partnerships and initiatives have been developed in conjunction with local voluntary and community sector organisations e.g. Bristol Refugee and Asylum Seeker Partnership (BRASP).

2.5 How will engagement with stakeholders continue?

Explain how you will continue to engage with stakeholders throughout the course of planning and delivery. Please describe where more engagement and consultation are required and set out how you intend to undertake it. Include any targeted work to seek the views of under-represented groups. If you do not intend to undertake it, please set out your justification. You can ask the Equality and Inclusion Team for help in targeting particular groups.

We are aware of and taking proactive steps to consult and engage with refugees in a meaningful and accessible manner e.g. using interpreters, translating key information and questions, using easy-to-read / pictorial versions for people with special needs and/or those who have limited to no literacy. We are currently devising an Engagement Strategy to enable better consultation with refugees and the wider sanctuary seeker population in Bristol, particularly to influence local decision-making relating to services these groups access. One element of this work includes the creation of a BCC Refugee and Asylum Seeker Forum in conjunction with sanctuary seekers and local voluntary and community sector organisations.

Step 3: Who might the proposal impact?

Analysis of impacts must be rigorous. Please demonstrate your analysis of any impacts of the proposal in this section, referring to evidence you have gathered above and the characteristics protected by the Equality Act 2010. Also include details of existing issues for particular groups that you are aware of and are seeking to address or mitigate through this proposal. See detailed guidance documents for advice on identifying potential impacts etc. [Equality Impact Assessments \(EqIA\) \(sharepoint.com\)](#)

3.1 Does the proposal have any potentially adverse impacts on people based on their protected or other relevant characteristics?

Consider sub-categories (different kinds of Disability, ethnic background etc.) and how people with combined characteristics (e.g. young women) might have particular needs or experience particular kinds of disadvantage.

Where mitigations indicate a follow-on action, include this in the 'Action Plan' Section 4.2 below.

GENERAL COMMENTS (highlight any potential issues that might impact all or many groups)

If the proposal to EDM and ASC Policy Committee to agree the resettlement of 30 refugee families each year in Bristol until March 2027 is approved, there will be a positive impact in BCC's Resettlement Team being able to provide wrap-around support for these families.

Approval of resettling more refugees is in line with Bristol’s recently renewed status as a City of Sanctuary, an accreditation it has maintained since 2011. As part of this status, Bristol ascribes to City of Sanctuary’s core values, including ‘[welcoming] and [respecting] people from all backgrounds, [placing] the highest value on diversity and are committed to equality.’

PROTECTED CHARACTERISTICS

Age: Young People Does your analysis indicate a disproportionate impact? Yes No

Potential impacts:

- The impact of the proposals if approved on young people will be to sustain support for a longer period.

Mitigations:

- Trauma informed practice and access to on-going support at school and from mental health services is important to respond to the unique needs of people in this group.
- The Resettlement service works hard to secure safe and appropriate accommodation as part of the range of support.
- Support is available from specialist Attendance and Belonging Officers funded by the Resettlement Service for children and schools to support successful educational services.

Age: Older People Does your analysis indicate a disproportionate impact? Yes No

Potential impacts:

- A minority of our guests are over 50 years old – the majority are aged between 25 and 49.
- Only 45.9% of people in Bristol aged 65+ say they are comfortable using digital services, compared to 81.8% overall.
- Some older residents may be at higher risk of abuse from family members, specifically financial abuse.
- Some older people may need additional communication and support regarding new information and/or potential changes. Older tenants may also be vulnerable to feelings of anxiety and isolation if they don’t feel well informed about what is happening, particularly if they don’t feel able to discuss concerns or don’t know how to contact key personnel for information or reassurance.

Mitigations:

- Policy and procedures should consider that some guests will be older and may feel isolated.
- Procedures that rely on digital services, should consider alternatives for those who do not or are unable/ not confident to use them.
- Existing support for older people includes:
 - [Support Hub for Older People](#)
 - [Bristol Age UK](#)
 - [Age Friendly Bristol](#)

Disability Does your analysis indicate a disproportionate impact? Yes No

Potential impacts:

- Dependant on Disability; there may be issues with understanding information, accessing services.

Mitigations:

- Better understanding the Disability data for our resettled refugee cohort.
- A key response is to ensure opportunities are available to refugees to declare any Disabilities that initially they may not feel comfortable/ safe to declare.
- Guests are supported to access aids and adaptations where required.
- Reasonable adjustments will be made for Disabled guests where required in line with the Public Sector Equalities Duty.
- Our policies and procedures will ensure adapted properties that become available tenancies are prioritised for resettled refugees with Disabilities.

Sex Does your analysis indicate a disproportionate impact? Yes No

Potential impacts:

- Resettled female refugees are likely to have particular support requirements given the nature of their journey to the UK and life experience which is more likely to involve trauma and associated direct and indirect impact on safety, physical and mental well-being and social support.

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| | <ul style="list-style-type: none"> The impact on the life chances for women from sole caring responsibilities which will impact on employment and social support, which may compound the impact of trauma of what was seen in their country, what happened on their journey to the UK and what happened on arrival. |
| Mitigations: | <ul style="list-style-type: none"> Policies and procedures must take support needs for women into account. Employment support services are available to help resettled refugees. Women only spaces for resettled refugees with particular faith needs. |
| Sexual orientation | Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> |
| Potential impacts: | <ul style="list-style-type: none"> There may be a risk of under reporting amongst resettled refugees because of societal and cultural attitudes. There is therefore a need to be aware and sensitive of the fact that there may be more guests in this group than is presented by data. We are not aware of impacts that are impacted on by the proposals that are the subject of this EQiA. |
| Mitigations: | <ul style="list-style-type: none"> Where any resettled refugees share details of their sexual orientation and identify as LGBTQIA+, we will link them into relevant local community groups, and signpost to relevant support services for LGBTQIA+ people e.g. <ul style="list-style-type: none"> Help & Advice Stonewall LGBTIQ+ refugees UNHCR Integration Handbook LGBT Bristol |
| Pregnancy / Maternity | Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> |
| Potential impacts: | <ul style="list-style-type: none"> We need to understand the data in this area in better detail. |
| Mitigations: | <ul style="list-style-type: none"> Policies and procedures should consider the needs of pregnant women and people with babies and young children, alongside consideration of their other characteristics. The Resettlement Teams (Welcome and Independence respectively) work closely with Early Help and The Haven specialist primary care appointment for newly arrived refugees. Resettled refugee households with children are being prioritised when new accommodation is required. If the % changes new EqiA will be considered. In addition, we will signpost to relevant advice services for pregnant women and people with babies and young children e.g. Pregnancy/Maternity advice |
| Gender reassignment | Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> |
| Potential impacts: | <ul style="list-style-type: none"> We do not currently hold the data of any gender reassignment of the current and proposed group of resettled refugees, but will work to gather and understand this. A significant life change such as gender reassignment may add to the challenges faced by people fleeing home, communities and conflict. |
| Mitigations: | <ul style="list-style-type: none"> There is not yet data on gender reassignment in Bristol. Policies and procedures relating to domestic abuse should include reference to supporting this group. We will also signpost to relevant services for people who have undergone or are seeking to undergo gender reassignment: <ul style="list-style-type: none"> Gender reassignment Support groups and resources Stonewall hate crime how to report it |
| Race | Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> |
| Potential impacts: | We need to better collect data relating to race of the current and proposed resettled refugees. As included on page 3, we have a breakdown of nationalities, with the approximately 95% being from Afghanistan and Syria to date. We anticipate that the refugees we propose to resettle each year until March 2027 will be at least 50% Afghan. |
| Mitigations: | |

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| | <p>We offer support for people for which English is an additional language:</p> <ul style="list-style-type: none"> • We have both staff in the Resettlement Teams who speak relevant refugee languages, and interpreters available to translate Dari, Pashto, Arabic and other relevant native languages of resettled refugees upon arrival and request. • We have an English for Speakers of Other Languages (ESOL) programme for which we are developing an assessment process. • Linking resettled refugees in with culturally and linguistically relevant voluntary and community sector groups and activities. • Further information that informs and supports the Resettlement Team’s anti-racist and inclusive practice: <ul style="list-style-type: none"> ○ Racial disparity in the workplace ○ Race inclusion in the workplace |
| Religion or Belief | Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> |
| Potential impacts: | <ul style="list-style-type: none"> • Guests may find it challenging in the UK to find opportunities to practice their faith in the way they would have been able to at home. As mentioned on page 3, we do not have exact data on the religion of resettled refugees to date, but will work to gather and understand this going forward. We anticipate a high percentage to be of Muslim faith. |
| Mitigations: | <ul style="list-style-type: none"> • Policies and procedures need to consider the kinds of culturally specific support that can be offered to religious groups. • Linking resettled refugees with religious beliefs in with local faith networks and places of worship e.g. mosques. • We have an upcoming Needs Assessment being undertaken by Public Health to inform our 2025 Refugee and Asylum Seeker Strategy, which should provide further information to better support refugees in this area. • Further information that informs and supports the Resettlement Team’s focus on integration, and supporting people of different faiths: <ul style="list-style-type: none"> ○ Integrating communities ○ Working with faith groups |
| Marriage & civil partnership | Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> |
| Potential impacts: | The majority of resettled refugees to date and those we propose to resettle are families. |
| Mitigations: | <ul style="list-style-type: none"> • We continue to work with families to ensure any risks around domestic abuse are mitigated and people appropriately supported. |
| OTHER RELEVANT CHARACTERISTICS | |
| Asylum seekers and Refugees | Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> |
| Potential impacts: | <ul style="list-style-type: none"> • Struggling to meet basic needs: housing, education, safety, and healthcare • Economic inclusion • Social integration |
| Mitigations: | BCC’s Resettlement Team are set-up to, and experienced in, providing comprehensive support in resettling refugees in Bristol. The work of the team to date has contributed to a local infrastructure that helps BCC better support people affected by forced migration. Since BCC began resettling refugees in 2016, support for these families and individuals has been met within Home Office funding. The Resettlement Team are able to continue the delivery of the service annually for ongoing clients and new arrivals alike. |

Wrap-around Support for Resettled Refugees:

- Allocated case worker from BCC's Resettlement Welcome Team for each family in the first year
- Initial welcome at the airport and accompanying to new home
- Sourced accommodation in the private rented sector (paid through Home Office funding)
- Required furniture and household items
- Language/interpretation support
- Welfare checks
- Support to make a Universal Credit claim, child benefit and other benefits as needed
- Financial assistance until UC is received
- Support to open bank accounts
- Registration with GP, optician and dentist
- The Haven specialist primary care appointment for newly arrived refugees
- Delivery of Biometric Residence Permit
- Bus passes for three months for orientation
- Coordination of school, nursery or college places
- Befrienders and volunteers for orientation
- English as a Second Language (ESOL) classes
- Individual Support Plans for people aged 18 and over
- Access to employment support via the Refugee Employment Programme and volunteering opportunities
- Linking resettled refugees with local voluntary and community organisations to encourage networking, community, and integration
- Allocated case worker from BCC's Resettlement Independence Team for the following two (ACRS) or four (UKRS) years

Broader mitigations for refugees and asylum seekers are outlined in BCC's [Refugee and Asylum Seeker Strategy \(bristol.gov.uk\)](#)

3.2 Does the proposal create any benefits for people based on their protected or other relevant characteristics?

Outline any potential benefits of the proposal and how they can be maximised. Identify how the proposal will support our [Public Sector Equality Duty](#) to:

- ✓ Eliminate unlawful discrimination for a protected group
- ✓ Advance equality of opportunity between people who share a protected characteristic and those who don't
- ✓ Foster good relations between people who share a protected characteristic and those who don't

If the proposal to EDM and ASC Policy Committee to agree the resettlement of 30 refugee families each year in Bristol until March 2027 is approved, there will be a positive impact in BCC's Resettlement Team being able to provide wrap-around support for these families. Refugees resettled in Bristol will be welcomed, supported, provided a sense of safety, and empowered to integrate locally.

Approval of resettling more refugees is in line with Bristol's recently renewed status as a City of Sanctuary, an accreditation it has maintained since 2011. As part of this status, Bristol ascribes to City of Sanctuary's core values, including '[welcoming] and [respecting] people from all backgrounds, [placing] the highest value on diversity and are committed to equality.'

Step 4: Impact

4.1 How has the equality impact assessment informed or changed the proposal?

What are the main conclusions of this assessment? Use this section to provide an overview of your findings. This summary can be included in decision pathway reports etc.

If you have identified any significant negative impacts which cannot be mitigated, provide a justification showing how the proposal is proportionate, necessary, and appropriate despite this.

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| <p>Summary of significant negative impacts and how they can be mitigated or justified:</p> <p>The key mitigations for the risks to proceed with the recommendation to approve the resettlement of 30 families a year in Bristol via ACRS and UKRS until March 2027 are to sustain wrap-around support (within available funding from the Home Office), and improve data gathering around equalities to best meet refugees' needs.</p> |
| <p>Summary of positive impacts / opportunities to promote the Public Sector Equality Duty:</p> <p>If the proposal to EDM and ASC Policy Committee to agree the resettlement of 30 refugee families each year in Bristol until March 2027 is approved, there will be a positive impact in BCC's Resettlement Team being able to provide wrap-around support for these families. Refugees resettled in Bristol will be welcomed, supported, provided a sense of safety, and empowered to integrate locally.</p> <p>Approval of resettling more refugees is in line with Bristol's recently renewed status as a City of Sanctuary, an accreditation it has maintained since 2011. As part of this status, Bristol ascribes to City of Sanctuary's core values, including '[welcoming] and [respecting] people from all backgrounds, [placing] the highest value on diversity and are committed to equality.'</p> <p>This proposal also aligns with the following themes of BCC's Corporate Strategy:</p> <ol style="list-style-type: none"> Children and Young People – Resettled refugee children and young people will receive support from the Resettlement Welcome Team, linking in with Education to secure school places and relevant support, promoting the idea that Bristol is 'a city where every child belongs and every child gets the best start in life, whatever circumstances they were born into'. Economy and Skills – Refugees resettled in Bristol will receive practical support around employment, volunteering, and financial management. This empowers their independence, contributing to 'inclusive and resilient communities' and the BCC pledge of 'equity of opportunity'. Health, Care and Wellbeing – Support for resettled refugees with interpreters to sign up to GPs, undergo any necessary vaccinations, and support for mental and physical wellbeing in order to 'tackle health inequalities to help people stay healthier and happier throughout their lives'. Homes and Communities – the Resettlement Welcome and Independence Teams will source accommodation in the private rented sector and undertake checks of these properties, funding rent for the three- (ACRS) or five-year (UKRS) duration via Home Office funding. This is in line with 'inclusive neighbourhoods with fair access to decent, affordable homes'. |

4.2 Action Plan

Use this section to set out any actions you have identified to improve data, mitigate issues, or maximise opportunities etc. If an action is to meet the needs of a particular protected group, please specify this.

| Improvement / action required | Responsible Officer | Timescale |
|--|---|--|
| It is acknowledged that the data collected from guests in certain categories is limited. The service will proactively gather and analyse the data gathered to better respond to the specific and intersecting needs of resettled refugees. | Francesca Wickens – Head of Service Anne James – Resettlement Service Manager | Continuous – via periodical surveys, Home Office data collaboration |

| Improvement / action required | Responsible Officer | Timescale |
|---|--|--|
| Policies and procedures will ensure adapted properties that become available for Homes for Ukraine tenancies are prioritised for resettled refugees with Disabilities. This is already an established practice, however it needs to be reviewed as part of our regular Move-on Accommodation Policy review. | Francesca Wickens – Head of Service Anne James – Resettlement Service Manager | 2024 |
| Reasonable adjustments will be made for resettled refugees with Disabilities where required in line with the Public Sector Equalities Duty. This is already an established practice, however it needs to be reviewed as part of our regular Move-on Accommodation Policy review. | Francesca Wickens – Head of Service Anne James – Resettlement Service Manager | 2024 |
| <p>Resettlement policies and procedures should consider:</p> <ul style="list-style-type: none"> • Those that are most affected and how we can build in support. • Those that are older and may feel isolated. • Procedures that rely on digital services should consider alternatives for those who do not or are unable/not confident in using them. • Support needs for women into account. • Support needs for people who are LGBTQIA+. • Support needs of pregnant women and people with babies and young children, alongside consideration of their other characteristics. • Support needs relating to domestic violence, including reference to supporting people who have undergone gender reassignment. • Types of culturally specific support that can be offered to religious groups. | Francesca Wickens – Head of Service Anne James – Resettlement Service Manager | 2024 |
| <p>The Afghan Citizens Resettlement Scheme (ACRS) and UK Citizens Resettlement Scheme (UKRS) both continue to be central government-funded schemes.</p> <p>This proposal approval from the Committee for Adults Social Care to resettle 30 refugee families in Bristol each year – 15 families via the Afghan Citizens Resettlement Scheme (ACRS) and 15 families via the UK Resettlement Scheme (UKRS), funded by the Home Office and supported by BCC’s Refugee Resettlement Team.</p> | ASC Policy Committee | TBC, pending outcome of ASC Policy Committee on 2 nd September 2024 |

4.3 How will the impact of your proposal and actions be measured?


How will you know if you have been successful? Once the activity has been implemented this equality impact assessment should be periodically reviewed to make sure your changes have been effective your approach is still appropriate.

This overarching assessment will be reviewed and updated annually and each Service Level EqIA will be reviewed annually in response to this.

Individual Policy EqIA Statements will be updated at policy review stage following the cycle of review.

Step 5: Review

The Equality and Inclusion Team need at least five working days to comment and feedback on your EqIA. EqIAs should only be marked as reviewed when they provide sufficient information for decision-makers on the equalities impact of the proposal. Please seek feedback and review from the Equality and Inclusion Team before requesting sign off from your Director³.

| | |
|--|--|
| Equality and Inclusion Team Review: <i>Reviewed by the Equality and Inclusion Team</i> | Director Sign-Off:  |
| Date: <i>08/07/2024</i> | Date: 9 July 2024 |

³ Review by the Equality and Inclusion Team confirms there is sufficient analysis for decision makers to consider the likely equality impacts at this stage. This is not an endorsement or approval of the proposal.