

## Bristol City Council Equality Impact Assessment Form

(Please refer to the Equality Impact Assessment guidance when completing this form)



Name of proposal	Refugee & Asylum Seeker Inclusion Strategy
Directorate and Service Area	Mayor's Office
Name of Lead Officer	David Barclay

### Step 1: What is the proposal?

Please explain your proposal in Plain English, avoiding acronyms and jargon. This section should explain how the proposal will impact service users, staff and/or the wider community.

1.1 What is the proposal?
To adopt a new BCC Refugee & Asylum Seeker Inclusion Strategy. The Strategy will increase the strategic coherence of the Council, and improve the interactions that refugees and asylum seekers have with different service areas. The Strategy establishes a Working Group of Officers from across the Council to take forward the Action Plan.

### Step 2: What information do we have?

Decisions must be evidence-based, and involve people with protected characteristics that could be affected. Please use this section to demonstrate understanding of who could be affected by the proposal.

2.1 What data or evidence is there which tells us who is, or could be affected?
The Bristol Refugee & Asylum Seeker Needs Assessment – included as an appendix in the Cabinet decision paper.
2.2 Who is missing? Are there any gaps in the data?
The Needs Assessment has information on LGBT and age-related data, but diversity monitoring for other these and other protected characteristics within the refugee and asylum seeking populations is a challenge. We also don't have perfect data on the number of refugee children in schools in Bristol, which the Action Plan seeks to address.
2.3 How have we involved, or will we involve, communities and groups that

could be affected?
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Refugee and asylum seeker groups were extensively consulted during the development of the Strategy, from the Needs Assessment in 2017 all the way to a draft version of the Strategy in summer 2019 which was presented to the Bristol Refugee Forum for feedback.
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### **Step 3: Who might the proposal impact?**

Analysis of impacts on people with protected characteristics must be rigorous. Please demonstrate your analysis of any impacts in this section, referring to all of the equalities groups as defined in the Equality Act 2010.

3.1 Does the proposal have any potentially adverse impacts on people with protected characteristics?
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We are not aware of any potential negative impact from approving this Strategy. However we need to ensure that the Refugee and Asylum Seeker Inclusion Strategy is used to inform good practice through the Council and that any recommended actions are implemented promptly.
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3.2 Can these impacts be mitigated or justified? If so, how?
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Internal communications will be used to raise awareness of the Strategy in the workforce. Relevant actions will be integrated into service level Equality Action Plans from 2020-21 onwards.
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3.3 Does the proposal create any benefits for people with protected characteristics?
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Refugees and Asylum Seekers in Bristol represent a number of different protected characteristics, most notably race, age, religion and belief, disability and sex and sexual orientation. The proposal creates a number of benefits for them, which can be summarised by the 5 overarching objectives of the Strategy – meeting basic needs, economic inclusion, social integration, building Bristol as a place of Sanctuary and influencing the system.
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3.4 Can they be maximised? If so, how?
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To maximise the benefits for those with protected characteristics, we will seek to apply a 'joined-up' approach in delivering the Strategy – making connections both within the Council (e.g. including the Equality and Inclusion Team on the Working Group) and across the city (e.g. ensuring appropriate BCC representation at the Young People's Forum).
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### **Step 4: So what?**

The Equality Impact Assessment must be able to influence the proposal and decision. This section asks how your understanding of impacts on people with protected characteristics has influenced your proposal, and how the findings of your Equality Impact Assessment can be measured going forward.

4.1 How has the equality impact assessment informed or changed the proposal?
In designing the Strategy, we have sought to be sensitive to the particular needs of those refugees and asylum seekers on the basis of their protected characteristics. For example, there is a specific action in the Action Plan in relation to refugees and asylum seekers with disabilities and ensuring that our Social Care team is fully equipped to demonstrate best practice in this area. We have also sought to ensure that the Strategy highlights the importance of refugee and asylum seeker voice within the Council and across the city, ensuring that people's lived experience is taken seriously and built into Council plans and policies wherever possible.
4.2 What actions have been identified going forward?
The Working Group has now been established, with representation from the Equality and Inclusion Team. Service Areas have been asked to consider their role in relation to refugees and asylum seekers, and to build that into their equality and inclusion assessments and plans. The Working Group will be monitoring progress against the actions in the Action Plan, with a particular focus on ensuring those related to people with protected characteristics are advanced as swiftly as possible.
4.3 How will the impact of your proposal and actions be measured moving forward?
The Working Group will publish an annual review of progress made against the Action Plan in the Strategy, along with a refreshing of the Action Plan for the future.

Service Director Sign-Off: Tim Borrett	Equalities Officer Sign Off: <i>Reviewed by Equality and Inclusion Team</i>
Date: 18/02/2020	Date: 11/12/2019