

Equality Impact Assessment [version 2.9]



Title: Homes For Ukraine (HfU) Scheme Delivery Plan	
<input 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: Dan Berlin
Service Area: Bristol Refugee Resettlement	Lead Officer role: Programme Manager

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 \(EqIA\) \(sharepoint.com\)](#).

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 is an overarching Equalities Impact Assessment (EqIA) for the council's Homes for Ukraine (HfU) service. This has been updated to accompany a Decision Pathway Paper for 15th May Adults and Communities EDM. The proposals for the EDM seek to extend support offered given on going conflict and government action to extend permission to remain in the UK for Ukrainian Guests.

The government's [Homes For Ukraine scheme](#) allows sponsors (or hosts) to accommodate refugees (guests) who have fled Ukraine and travelled to the UK.

The [council is supporting the Homes for Ukraine Scheme](#) and has objectives to help Ukrainian guests and tenants feel safe, secure, and welcomed, and be supported to move to independence, including helping with accommodation:

- A HfU tenancy
- A Private Rented Sector (PRS) tenancy
- A room for rent to a lodger
- A room in a House in Multiple Occupation (HMO)
- Hosting of Ukrainian refugees as guests in a home or second home

We have created policies and procedures to ensure:

- Guests feel welcomed and safe in Bristol and are supported to integrate
- Safe and viable accommodation is offered to Ukrainian guests
- A quality service is provided to guests, sponsors, and hosts
- The risk of homelessness is minimalised

This EqIA is intended to cover our entire HfU service offer. Data has been drawn from a survey sent to all guest, hosts, and sponsors in August 2022. The following policies and procedures will sit underneath this EqIA:

- HfU Rematching Policy
 - o Partner Organisation Eligibility Criteria Form
- Homes for Ukraine Move-on Accommodation Policy
 - o HfU Tenancy Standard Operating Procedure (SOP)
 - HfU Tenancy Matching Model
 - o PRS Tenancy SOP

This EqIA shows the data we have for Ukrainian refugees currently in Bristol, highlighting the main issues we are aware of at present.

We acknowledge that the information about Ukrainian refugees in Bristol is not 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?

<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
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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

193 people have visas pending (126 of these are already issued). The recent volume of arrivals has averaged 13 per month¹. It is projected that around 20 people a month will arrive by 2027. This is informed by the [Ukraine Permission Extension scheme](#) which extends the period guests are able to stay in the UK.

The war in Ukraine has resulted in the imposition of martial law in Ukraine, which prohibits male Ukrainian citizens aged 18 to 60 from travelling abroad. This means most Ukrainian guests in the UK are female and will continue to be so.

Qualitative Feedback from Guests.

When asked to describe in three words how they feel about Bristol, the following word cloud was produced, demonstrating we are achieving good outcomes with reference to our objectives including Ukrainians feel safe and welcomed, with 'Friendly', 'Safe' 'Respect' and 'Homes' being within the top examples. The word cloud also shows the experience of Bristol being expensive to live in, which is a challenge, especially when it is time for host accommodation arrangements to come to an end.



When asked what is difficult about living in Bristol, finding and affording independent accommodation, together with progressing in employment were the top responses. Our Bristol Homes for Ukraine tenancy scheme helps to mitigate the challenges in the Private Rental Sector, providing the support to provide a starter home in Bristol, and ongoing wrap around support to ensure tenancies are sustainable. To date there have not been any tenancy breaches and those households who have moved on to the Private Rental Sector are building capabilities, helping to sustain their tenancies, become independent and make a house a home in Bristol.

Hosts are provided with support to help with the many challenges associated with sharing accommodation with Ukrainian refugees, including understanding cultural differences and dealing with trauma. The Listening Workshops and survey show positive outcomes in terms of the hosting experience.

Summary of what this tells us.

¹ Based on data from the last six months.

	<p>90% of the adult Homes for Ukraine Guests are female. It is likely that the scheme will continue to involve supporting predominantly female guests. The largest faith represented is Christian.</p> <p>Demand is likely to be sustained for longer than expected when the scheme started. Future plans project an increase in guests we will be supporting.</p> <p>Accommodation is at the heart of both the support offered and also the concerns of/ challenges faced by the guests.</p>
<p>Additional comments: None.</p>	

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

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

<p>We 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.</p> <p>We also know there are gaps in our Homes for Ukraine scheme diversity information - especially where personal and confidential information is voluntarily requested from staff. Our survey information may not be reliable because data collected is given voluntarily with a “prefer not to say” option.</p>
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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.

<p>The Homes for Ukraine scheme was setup by the government as an urgent response to the war in Ukraine. Local authorities and charity sector organisations have had to react quickly in putting together services and processes. Consequently, there was no realistic opportunity for a consultation with potentially affected communities and groups.</p>

Local policies and initiatives have been developed in conjunction with The Good Faith Partnership, Refugee Welcome Homes, Love Bristol, and other community-based groups.

The Homes for Ukraine team have received feedback to a survey from 200+ households on the scheme which will allow us to review and adapt our service offer to meet the needs of guests, hosts, and sponsors.

In 2023 a 'Pulse Check' engagement exercise was independently facilitated by the Good Faith Partnership.

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.

Engagement with stakeholders will expand in several ways:

- We will periodically request feedback from service users as the scheme develops. Responses will be analysed and used for service improvements and changes.
- We will continue to hold weekly engagement meetings with our welcome hubs.
- We will continue to work with the Ukraine steering group, which is made up of hub leaders.

The Bristol Refugee Resettlement Team's work is - by nature - targeted at refugees. This means the teams have experience, policies, and procedures that are suitable for working with this under-represented group.

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)

Data analysis of survey results suggest the following groups are particularly represented amongst Homes for Ukraine guests:

- Women
- People aged 25-49
- Christians

Combined characteristics

- Christian, women aged 25-49

Sex

Women in Bristol are:

- more likely to be in part time paid work.
- less likely to feel safe outdoors after dark
- more likely to have been a victim of sexual harassment or discrimination (within the last year)
- more likely to feel that something prevents them from leaving home when they want to, such as

- mental/emotional health
- COVID fear/restrictions
- physical health

Religion

People of Christian faith are:

- less likely to be comfortable using digital services
- more likely to lack the confidence or skills to use the internet
- less likely to do enough exercise each week
- more likely to suffer from illness or health conditions that limit their day-to-day activities
- more likely to suffer from poor health that stops them from getting involved in their community

The EDM proposals will determine the scope and timescale for continued support for Ukrainian Guests. If the decision pathway accepts the recommended option then this will mean that the support for Ukrainian Guests will be sustained for the period of the extended programme recently announced by the Government in the light of the on going conflict in Ukraine.

PROTECTED CHARACTERISTICS

Age: Young People	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	<ul style="list-style-type: none"> ○ The impact of the proposals if approved on young people will be to sustain support for a longer period.
Mitigations:	<ul style="list-style-type: none"> ○ 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 HfU 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 <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	<ul style="list-style-type: none"> ● 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:	<ul style="list-style-type: none"> ● 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: <ul style="list-style-type: none"> ○ Support hub for older people ○ Bristol age uk ○ Age friendly Bristol
Disability	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	<ul style="list-style-type: none"> ● Dependant on disability; understanding information, accessing services, including Welcome Hubs
Mitigations:	<ul style="list-style-type: none"> ● Only 1% declared disability. A key response is to ensure opportunities are available to guests to declare disabilities that initially they may not feel

	comfortable/ safe to declare. Guests are supported to access aids and adaptations where required
Sex	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	<ul style="list-style-type: none"> Ukrainian female guests are likely to have particular support requirements given the nature of their journey 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. 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"> The war in Ukraine has resulted in the imposition of martial law in Ukraine, which prohibits male Ukrainian citizens aged 18 to 60 from travelling abroad. This means most Ukrainian guests in the UK are female and will continue to be so. As part of our HfU Tenancy Scheme where we have a property with rooms with shared facilities we will identify under 35 females to be offered the accommodation first. Policies and Procedures must take support needs for women into account. Employment support services are available to help Ukrainian refugees
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 Ukrainian guests because of Ukrainian 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"> Support Services: - Help & Advice Stonewall
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"> 0% of the group involved are reported to be pregnant
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. Ukrainian households with children are being prioritised when new accommodation is required. If the % changes new EqIA will be considered Advice Services: - 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"> 0% of the group self report as having had a gender reassignment. A significant life change such as gender reassignment may add to the challenges faced by people fleeing home, communities and conflict.
Mitigations:	<p>There is not yet data on gender reassignment in Bristol and our HfU data suggests there are no guests who have undergone gender reassignment, although 2.2% preferred not to say. These low figures may partly be attributable to underreporting.</p> <ul style="list-style-type: none"> Policies and procedures relating to domestic abuse should include reference to supporting this group. <p>Support Services: Gender reassignment Support groups and resources Stonewall hate crime how to report it</p>
Race	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	Our data suggests that none of the Ukrainian guests self identify as Black, Asian, or Minority Ethnic.

Mitigations:	<p>We offer support for people for which English is an additional language:</p> <ul style="list-style-type: none"> • We have an English for Speakers of Other Languages (ESOL) programme for which we are developing an assessment process • We have interpreters available to translate English into Russian and Ukrainian upon request. <p>Further information: Racial disparity in the workplace Race inclusion in the workplace</p>
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.
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. • All welcome hubs on the Homes for Ukraine Scheme are run by church groups. • We are formulating plans to offer support by collaborating with the refugee lead for Public Health in Bristol to provide information and encourage healthy living. This is due to Quality Of Life Survey data suggesting Christians are less likely to do enough exercise each week and more likely to suffer from illness or health conditions that limit their day-to-day activities and stops them from getting involved in their community. <p>Culturally specific support: Integrating communities Working with faith groups</p>
Marriage & civil partnership	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	No impacts have been identified
Mitigations:	It would be beneficial to determine who of our tenants are single, married or have a civil partnership, although no impacts have been identified .
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 health-care • Economic inclusion • Social integration
Mitigations:	<ul style="list-style-type: none"> • The Homes for Ukraine team is – by nature – dedicated to supporting Ukrainians refugees via: <ul style="list-style-type: none"> ○ A range of housing schemes to maximise the availability of properties for Ukrainian refugees ○ English lessons ○ Welcome hubs ○ Bus vouchers ○ Employment assistance ○ Dedicated housing officer, Support worker and translator • Broader mitigations for refugees and asylum seekers are outlined in the council’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 decision pathway accepts the recommended option then the support for Ukrainian Guests and tenants will be sustained for the period of the extended programme recently announced by the Government in the light of the on-going conflict in Ukraine; which will mean Ukrainians can be supported to continue to feel welcomed, safe, and integrate in the city.

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.

Summary of significant negative impacts and how they can be mitigated or justified:

The options appraisal in the decision pathway paper reviews the impact of the options and identifies risks. The key mitigation for the risk is to move forward with the recommended option which will sustain support (within available funding from Department for Levelling Up, Housing and Communities).

Summary of positive impacts / opportunities to promote the Public Sector Equality Duty:

In all options BCC will still be able to meet duties but if the recommended option is not approved then there may be an impact on general fund and already stretched housing and education services in the City and on the life chances of the those supported by the Homes for Ukraine Scheme.

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 is limited. It is a recommendation for the service to improve the data gathered.	Dan Berlin – Programme Manager	Continuous – via periodical surveys, and Hub coordination contract
Policies and procedures will ensure adapted properties that become available for Homes for Ukraine tenancies are prioritised for Disabled guests. This is already an established practice, however it needs to be reviewed as part of our regular Move-on Accommodation Policy review	Dan Berlin – Programme Manager	July 2024
Reasonable adjustments will be made for Disabled guests 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	Dan Berlin – Programme Manager	July 2024

Improvement / action required	Responsible Officer	Timescale
<p>We are formulating plans to offer support by collaborating with the refugee lead for Public Health in Bristol to provide information and encourage healthy living. This is due to Quality Of Life Survey data suggesting Christians are less likely to do enough exercise each week and more likely to suffer from illness or health conditions that limit their day-to-day activities and stops them from getting involved in their community.</p>	<p>Dan Berlin – Programme Manager</p>	<p>July 2024</p>
<p>There may be a risk of under reporting amongst Ukrainian guests because of Ukrainian 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.</p>	<p>Dan Berlin – Programme Manager</p>	<p>Continuous</p>
<p>Ukrainian households with children are being prioritised when new accommodation is required. This is already an established practice, however it needs to be reviewed as part of our regular Move-on Accommodation Policy review</p>	<p>Dan Berlin – Programme Manager</p>	<p>July 2024</p>
<p>Policies and procedures (various):</p> <ul style="list-style-type: none"> • should consider the guests that are most affected and how we can build in support. • 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. • must take support needs for women into account. • should consider the needs of pregnant women and people with babies and young children, alongside consideration of their other characteristics. • should consider the needs of pregnant women and people with babies and young children, alongside consideration of their other characteristics. • relating to domestic abuse should include reference to supporting people who have undergone gender reassignment. • need to consider the kinds of culturally specific support that can be offered to religious groups. <p>The following documents are currently being developed and reviewed and will need to be mindful of the mitigations listed above:</p> <ul style="list-style-type: none"> - Move-on Accommodation Policy - Rematching Policy - HfU Tenancy Standard Operating Procedure - Private Rented Sector Tenancy Standard Operating Procedure - Homes for Ukraine Matching Model 	<p>Dan Berlin – Programme Manager</p>	<p>July 2024</p>
<p>Homes for Ukraine Sponsor visa continues to be available, and government announcement that Ukrainians can apply to extend their visa means need to consider resourcing the programme to meet demand</p>	<p>The Decision Pathway Report outlines proposals for continuing support until March 2027 with an</p>	<p>TBC pending outcome of Policy Committee 1 July 2024</p>

Improvement / action required	Responsible Officer	Timescale
	extended programme and staffing resource. This include the Hubs and Integration support contract.	

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 (1-3 years)

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 Director².

Equality and Inclusion Team Review: 	Director Sign-Off: 
Date:	Date: 17/6/2024

² 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.