

Sheffield City Council

Equality Impact Assessment



[Guidance for completing this form is available on the intranet](#)

Help is also available by selecting the grey area and pressing the F1 key

Name of policy/project/decision: Syrian Vulnerable Persons Relocation Scheme

Status of policy/project/decision: Existing

Name of person(s) writing EIA: Belinda Gallup

Date: 31/3/2016

Service: Housing Solutions

Portfolio: Communities

What are the brief aims of the policy/project/decision?

Sheffield has a long history of management and delivery of refugee resettlement programmes. Since 2004 the Council has resettled over 1000 refugees via the Gateway Protection Programme, GPP, and by the end of March 2016 will also have resettled around 50 refugees via the Syrian Vulnerable Persons Relocation Scheme, VPRS.

The Council's current involvement in both of these schemes ends in March 2016.

This EIA has been drafted to accompany the Executive Leader report which is seeking approval for the Council to resettle 75 Syrian refugees per annum for three years from April 2016 to March 2019.

Every other local authority in the Yorkshire and Humber region will be resettling Syrian refugees as part of the government's commitment to resettle 20,000 Syrians during the course of this parliament.

Housing Association and private rented accommodation will be used to house refugees and central government monies will fund a range of specified support measures and integration support to ensure the refugees are supported to successfully integrate.

Are there any potential Council staffing implications, include workforce diversity? N/A

Under the [Public Sector Equality Duty](#), we have to pay due regard to: "Eliminate discrimination, harassment and victimisation, advance equality of opportunity and foster good relations." [More information is available on the council website](#)

Areas of possible impact	Impact	Impact level	Explanation and evidence (Details of data, reports, feedback or consultations. This should be proportionate to the impact.)
Age	Neutral	Low	The primary protected characteristics relevant to this EIA are race and religion. Refugees may also have other protected characteristics which may be relevant to their resettlement needs. If this is the case these needs would be supported after arrival in the UK with possible actions covered in this EIA below.
Disability	Neutral	Low	Any refugees with disability needs will receive individual support as needed.
Pregnancy/maternity	Neutral	Low	Any pregnant refugees and new mothers will receive individual support as needed. All refugees receive a full health screening within the first week of arrival. Test results are checked by the Central Health Clinic

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			with health follow ups and supports plans put in place before refugees are registered with their local general practice.
Race	Positive	High	The refugees being resettled will all be from a BME background and the scheme will offer refugees a chance of a durable solution to their protracted refugee status.
Religion/belief	Positive	High	Some of the refugees who are resettled may have suffered persecution on the basis of their religious beliefs. The scheme will provide these refugees with an opportunity to re-build their lives in a safe third country.
Sex	Neutral	Low	Any refugees who have suffered as a result of their gender will be supported individually if required with counselling and support from Health. Experienced case workers will also support the integration of the refugee.
Sexual orientation	Neutral	Low	Any refugees who have suffered as a result of their sexual orientation will be supported individually with counselling and support from Health. Experienced case workers will also support the integration of the refugee.
Transgender	Neutral	Low	Any refugees who have suffered as a result of transgender will be supported individually if required with counselling and support from Health. Experienced case workers will also support the integration of the refugee.
Carers	Neutral	Low	Any refugees who are carers will be supported individually if required. Access and support is available through City Council support services to ensure carers have support and access to help as required to ensure a life balance is sustained for the carer.
Voluntary, community & faith sector	Positive	Medium	The scheme will draw on links with the voluntary, community and faith sector which are established and coordinated by our delivery partner, Refugee Council.
Financial inclusion, poverty, social justice:	Positive	High	The scheme will provide a durable solution for the refugees who are selected for resettlement.
Cohesion:	Neutral	Low	The service is not aware of any cohesion issues linked to refugee resettlement and is experienced at working in partnership with communities and partner agencies to address any issues. The Council has successfully resettling refugees for 12 years within Sheffield which has highlighted the established community support and welcoming nature of the city. Incidents of anti social behaviour, bullying and crime against refugees is very rare and when instances do occur it is rarely targeted at refugees as a group. If refugees do become victims of crime, ASB etc we will ensure that they receive appropriate support. Refugees receive a Home Office orientation into life in the UK. They are made aware of the UK law and its enforcement. Case workers work closely with refugees in the early months to ensure refugees are safe, limiting the possibility of them

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			<p>becoming victims of crime as well as ensuring the refugees understand the law within the UK and do not become involved in crime.</p> <p>Where a new ethnic group arrives within the city Refugee Council draw together all partner agencies, highlighting the needs and experiences of the refugee group raising awareness to particular support and integration needs in order to ensure a successful integration.</p>
Other/additional:	-Select-	-Select-	

Overall summary of possible impact (to be used on EMT, cabinet reports etc): There will be a positive equality impact primarily on BME communities as all refugees being resettled will be from a BME background. The VPRS offers a durable solution to Syrian refugees fleeing civil war.

Refugees accepted onto the Syrian VPRS scheme will be granted humanitarian protection and given leave to remain for five years, with full access to employment and public funds and the right to family reunion, comparable to refugees receiving full refugee status. After five years if the refugees are not been able to return to Syria they may be able to apply for longer term settlement in the UK.

If you have identified significant change, med or high negative outcomes or for example the impact is on specialist provision relating to the groups above, or there is cumulative impact you **must** complete the action plan.

Review date: **Q Tier Ref** **Reference number:**
Entered on Qtier: -Select- **Action plan needed:** -Select-
Approved (Lead Manager): **Date:**
Approved (EIA Lead person for Portfolio): **Date:**
Does the proposal/ decision impact on or relate to specialist provision: -Select-

Risk rating: -Select-

Action plan

Area of impact	Action and mitigation	Lead, timescale and how it will be monitored/reviewed
-Select-		
-Select-		
-Select-		
-Select-		
-Select-		
-Select-		
-Select-		
-Select-		
-Select-		
-Select-		
-Select-		

Approved (Lead Manager):

Date:

Approved (EIA Lead Officer for Portfolio):

Date: