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Equality Impact Assessment and Consultation

Approved

Approved by Nunn Louise

Equality Impact Assessment

Introductory Information

Reference number

718

Proposal type Budget Project**Project name**

UK Resettlement Scheme Arrangements

Decision Type

Type of decision

- Cabinet
- Cabinet Committee (e.g. Cabinet Highways Committee)
- Leader
- Individual Cabinet Member
- Executive Director/Director
- Officer Decisions (Non-Key)
- Council (e.g. Budget and Housing Revenue Account)
- Regulatory Committees (e.g. Licensing Committee)

Lead Cabinet Member

Wood Paul (LAB CLLR)

Entered on Q Tier Yes No**Year(s)****EIA date**

18/12/2019

EIA lead

Nunn Louise

EIA contact

Mullooly Carl (HSG)

Lead officer

Mullooly Carl (HSG)

Lead Corporate Plan priority

Thriving Neighbourhoods and Communities

Portfolio, Service and Team**Cross Portfolio**

Yes No

Portfolio

Place

Place service(s)

Housing and Neighbourhoods Service

Place team(s)

Accommodation and Support Team Service.

Is the EIA joint with another organisation (eg NHS)?

No Yes

Brief aim(s) of the proposal and the outcome(s) you want to achieve

In 2004 SCC was the first local authority to welcome resettled refugees when the Gateway Protection Programme was launched in the UK. Since 2016 SCC has settled refugees from under both the Gateway Programme and the Syrian Vulnerable Persons Resettlement Scheme and the Vulnerable Childrens Resettlement Scheme. Sheffield is a city of Sanctuary and has successfully resettled 1180 refugees under the various schemes up to the end of October 2019.

Impact

Under the [Public Sector Equality Duty](#) we have to pay due regard to the need to:

- eliminate discrimination, harassment and victimisation
- advance equality of opportunity
- foster good relations

More information is available on the [Council website](#) including the [Community Knowledge Profiles](#).

Note the EIA should describe impact before any action/mitigation. If there are both negatives and positives, please outline these - positives will be part of any mitigation. The action plan should detail any mitigation.

Overview

Overview (describe how the proposal helps to meet the Public Sector Duty outlined above), Supporting Evidence (Please detail all your evidence used to support the EIA)

The people that are part of this scheme are vulnerable, under-represented people in more ways than one so this project will more than cover the PSED.

Impacts

Proposal has an impact on

Health

Does the Proposal have a significant impact on health and well-being (including effects on the wider determinants of health)?

Yes No

Staff

Yes No

Customers

Yes No

Comprehensive Health Impact Assessment being complete

Yes No

Please attach health impact assessment as a supporting document below.

Public Health Leads has signed off the health impact(s) of this EIA

Yes No

Health Lead**Age****Staff**

Yes No

Customers

Yes No

Impact

Positive Neutral Negative

Level

None Low Medium High

Details of impact

Supporting people to resettle is a positive. The main equality characteristic with Refugees is Race and Religion. There may be other protected characteristics which will be relevant to the resettlement process but these will be dealt with and supported after their arrival in the UK.

Disability**Staff**

Yes No

Customers

Yes No

Impact

Positive Neutral Negative

Level

None Low Medium High

Details of impact

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Pregnancy/Maternity**Staff**

Yes No

Customers

Yes No

Impact

Positive Neutral Negative

Level

None Low Medium High

Details of impact

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Race**Staff**

Yes No

Customers

Yes No

Impact

Positive Neutral Negative

Level

None Low Medium High

Details of impact

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Religion/Belief**Staff**

Yes No

Customers

Yes No

Impact

Positive Neutral Negative

Level

None Low Medium High

Details of impact

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Sex**Staff**

Yes No

Customers

Yes No

Impact

Positive Neutral Negative

Level

None Low Medium High

Details of impact

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Sexual Orientation**Staff**

Yes No

Customers

Yes No

Impact

Positive Neutral Negative

Level

None Low Medium High

Details of impact

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Transgender**Staff**

Yes No

Customers

Yes No

Impact

Positive Neutral Negative

Level

None Low Medium High

Details of impact

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Carers**Staff**

Yes No

Customers

Yes No

Impact

Positive Neutral Negative

Level

None Low Medium High

Details of impact

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Voluntary/Community & Faith Sectors

Staff

Yes No

Customers

Yes No

Cohesion

Staff

Yes No

Customers

Yes No

Impact

Positive Neutral Negative

Level

None Low Medium High

Details of impact

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Partners

Staff

Yes No

Impact

Positive Neutral Negative

Level

None Low Medium High

Details of impact

Customers

Yes No

Poverty & Financial Inclusion

Staff

Yes No

Customers

Yes No

Impact

Positive Neutral Negative

Level

None Low Medium High

Details of impact

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Armed Forces**Staff**

Yes No

Customers

Yes No

Impact

Positive Neutral Negative

Level

None Low Medium High

Details of impact

Supporting people to resettle is a positive. The main equality characteristic with Refugees is Race and Religion. There may be other protected characteristics which will be relevant to the resettlement process but these will be dealt with and supported after their arrival in the UK.

Other**Staff**

Yes No

Customers

Yes No

Supporting Documentation**Cumulative impact****Proposal has a cumulative impact**

Yes No

Proposal has geographical impact across Sheffield

Yes No

Local Partnership Area(s) impacted

All Specific

Action Plan and Supporting Evidence

Action plan

Supporting Evidence (Please detail all your evidence used to support the EIA)

Consultation**Consultation required**

Yes No

If consultation is not required please state why

Are Staff who may be affected by these proposals aware of them

Yes No

Are Customers who may be affected by these proposals aware of them

Yes No

If you have said no to either please say why

Summary of overall impact

Summary of overall impact

Summary of evidence

Changes made as a result of the EIA

Escalation plan**Is there a high impact in any area?**

Yes No

Overall risk rating after any mitigations have been put in place

High Medium Low None

Review date**Review date**

If a review date is specified, it will appear in the 'Upcoming Reviews' view when the EIA review is within 30 days.

Approved