

# Equality & Poverty Impact Assessment 00199 (Version 1)

## SECTION ONE: ESSENTIAL INFORMATION

<b>Service &amp; Division:</b>	Corporate & Housing Services Housing & Communities	<b>Lead Officer Name:</b>	Michelle Scott
		<b>Team:</b>	Housing Needs
		<b>Tel:</b>	07739328385
		<b>Email:</b>	michelle.scott@falkirk.gov.uk
<b>Proposal:</b>	Participation by Falkirk Council in UK Government Global Resettlement Scheme	<b>Reference No:</b>	

<b>What is the Proposal?</b>	<b>Budget &amp; Other Financial Decision</b>	<b>Policy (New or Change)</b>	<b>HR Policy &amp; Practice</b>	<b>Change to Service Delivery / Service Design</b>
	No	Yes	No	Yes
<b>Who does the Proposal affect?</b>	<b>Service Users</b>	<b>Members of the Public</b>	<b>Employees</b>	<b>Job Applicants</b>
	Yes	Yes	Yes	No
<b>Other, please specify:</b>				

<b>Identify the main aims and projected outcome of this proposal (please add date of each update):</b>	
30/01/2020	Falkirk Council participation in the new Global Resettlement Scheme on the same pro rata basis as previous participation in the Syrian Vulnerable Persons Resettlement Scheme.

**SECTION TWO: FINANCIAL INFORMATION**

For budget changes ONLY please include information below:		Benchmark, e.g. Scottish Average	
Current spend on this service (£'0000s)	Total:		
Reduction to this service budget (£'0000s)	Per Annum:		
Increase to this service budget (£'000s)	Per Annum:		
If this is a change to a charge or concession please complete.	Current Annual Income Total:		
	Expected Annual Income Total:		
If this is a budget decision, when will the saving be achieved?	Start Date:		
	End Date (if any):		

**SECTION THREE: EVIDENCE**

Please include any evidence or relevant information that has influenced the decisions contained in this EPIA. (This could include demographic profiles; audits; research; health needs assessments; national guidance or legislative requirements and how this relates to the protected characteristic groups.)

**A - Quantitative Evidence**

This is evidence which is numerical and should include the number people who use the service and the number of people from the protected characteristic groups who might be affected by changes to the service.

**Current Status of Resettled VPR Families in Falkirk**

- As of January 2020, Falkirk has resettled twelve families with family sizes ranging from families of four to six.
- In total, Falkirk has resettled twenty six adults and thirty children.
- One family have recently relocated to Edinburgh and one individual moved to Glasgow.
- All families have been resettled under the Syrian Vulnerable Persons Resettlement Scheme.
- Of the 26 adults:
  - 2 are in full-time employment
  - 5 are in part-time employment
  - 2 individuals are retired
  - 2 are attending Forth Valley College full time
  - 6 are attending Forth Valley College part time
  - All are attending classes for English for Speakers of Other Languages
  - 6 individuals have obtained Fork Lift Truck license
  - 1 individual has attained a CSCS (labourers permit)

- 11 Adults have participated in various opportunities for volunteering including:

- Salvation Army
- CSREC
- Re-Act , Refugee Action Scotland
- Jupiter Urban Wildlife Centre
- The Conservation Volunteers
- Falkirk Re Union Canal Boats
- Forth Valley Sensory Centre
- Falkirk Library
- Forth Valley Hospital

- We have

- 7 children in High School
- 16 children in Primary School
- 5 children in Nursery

- One of the children is currently volunteering with Police Youth Scotland Volunteers.

- Other Activities

- 3 individuals created a Digital Story, one of which was screened at an event at the Bo'ness Hippodrome in August 2019 as part of The People's Story project in Scotland.
- 8 Ladies have completed an Inspiring Women Course
- 1 individual has graduated from Canal College
- 1 individual has participated in the creation of a Community Garden with his neighbours at in which he now grows fruit and vegetables - featured in Tenant Talk
- 2 families participated in a residential Community Learning Development trip to Fordell Firs
- Falkirk Community Trust have an exhibit scheduled for 2020 at The Park Gallery based on migrants called "Uprooted", we are currently in discussion with the Trust and our service users as to how they can participate and contribute to this exhibition should they wish to do so

**B - Qualitative Evidence**

This is data which describes the effect or impact of a change on a group of people, e.g. some information provided as part of performance reporting.

**Social - case studies; personal / group feedback / other**

Our New Scots that have arrived through the Syrian's Vulnerable Person's Scheme have been given the opportunity to build new lives here in the UK after fleeing the war in Syria. On their initial flights from Syria they were living in countries with no official legal status which in turn caused a failure to thrive. Adults were unable to secure employment and often when they did, they were exploited and unpaid. Families with health problems were often unable to get appropriate treatment to deal with their issues, frequently resulting in their health deteriorating further. Children were missing out on their education, parents were unable to feed their children, sometimes having to live on what little donations the UN were able to provide.

By Falkirk Council taking part in the SVPRS scheme has allowed the state to meet its obligations under the Human Rights Act.

By welcoming families to Falkirk, our New Scots have been given Refugee Status, meaning they have legal status that allows access to health, education, public funds and permission to work. Our families have become useful citizens of Falkirk by learning English, volunteering and obtaining gainful employment.

This also means that the Falkirk community has become more diverse. The Falkirk Council area is below average in relation to minority ethnic groups when compared to the rest of Scotland.

Research shows in the 2011 census that 91.3% of the Falkirk population identify as White Scottish, compared to the national average of 84%. Research in the Towards a Fairer Scotland report produced by the EHRC states that when people have interaction and contact with people from other cultures they are less likely to discriminate against them. Bringing Syrians into the local community will hopefully help to reduce discrimination and prejudice.

<b>Best Judgement:</b>	
<b>Has best judgement been used in place of data/research/evidence?</b>	Yes
<b>Who provided the best judgement and what was this based on?</b>	Michelle Scott, based on work experience and the background information referred to above.
<b>What gaps in data / information were identified?</b>	None
<b>Is further research necessary?</b>	No
<b>If NO, please state why.</b>	We have all the information we need to assess the impact.

**SECTION FOUR: ENGAGEMENT**

Engagement with individuals or organisations affected by the policy or proposal must take place

<b>Has the proposal / policy / project been subject to engagement or consultation with service users taking into account their protected characteristics and socio-economic status?</b>	Yes	
<b>If YES, please state who was engagement with.</b>	The current Syrian Refugees	
<b>If NO engagement has been conducted, please state why.</b>		
<b>How was the engagement carried out?</b>	<b>What were the results from the engagement? Please list...</b>	
<b>Focus Group</b>	No	
<b>Survey</b>	No	
<b>Display / Exhibitions</b>	No	
<b>User Panels</b>	No	
<b>Public Event</b>	No	
<b>Other: please specify</b>	Case work interaction	
<b>Has the proposal / policy/ project been reviewed / changed as a result of the engagement?</b>	No	
<b>Have the results of the engagement been fed back to the consultees?</b>	No	
<b>Is further engagement recommended?</b>	No	

## SECTION FIVE: ASSESSING THE IMPACT

**Equality Protected Characteristics:** What will the impact of implementing this proposal be on people who share characteristics protected by the Equality Act 2010 or are likely to be affected by the proposal / policy / project? This section allows you to consider other impacts, e.g. poverty, health inequalities, community justice, public protection etc.

Protected Characteristic	Neutral Impact	Positive Impact	Negative Impact	Please provide evidence of the impact on this protected characteristic.
<b>Age</b>		✓		Although we do not know what families will come to Falkirk, we know there has been a positive impact on existing families regardless of their protected characteristics. Therefore participation in the new scheme will have a positive impact on future families.
<b>Disability</b>		✓		Although we do not know what families will come to Falkirk, we know there has been a positive impact on existing families regardless of their protected characteristics. Therefore participation in the new scheme will have a positive impact on future families.
<b>Sex</b>		✓		Although we do not know what families will come to Falkirk, we know there has been a positive impact on existing families regardless of their protected characteristics. Therefore participation in the new scheme will have a positive impact on future families.
<b>Ethnicity</b>		✓		Although we do not know what families will come to Falkirk, we know there has been a positive impact on existing families regardless of their protected characteristics. Therefore participation in the new scheme will have a positive impact on future families.
<b>Religion / Belief / non-Belief</b>		✓		Although we do not know what families will come to Falkirk, we know there has been a positive impact on existing families regardless of their protected characteristics. Therefore participation in the new scheme will have a positive impact on future families.
<b>Sexual Orientation</b>		✓		Although we do not know what families will come to Falkirk, we know there has been a positive impact on existing families regardless of their protected characteristics. Therefore participation in the new scheme will have a positive impact on future families.

<b>Transgender</b>		✓		Although we do not know what families will come to Falkirk, we know there has been a positive impact on existing families regardless of their protected characteristics. Therefore participation in the new scheme will have a positive impact on future families.
<b>Pregnancy / Maternity</b>		✓		Although we do not know what families will come to Falkirk, we know there has been a positive impact on existing families regardless of their protected characteristics. Therefore participation in the new scheme will have a positive impact on future families.
<b>Marriage / Civil Partnership</b>				
<b>Poverty</b>		✓		Although we do not know what families will come to Falkirk, we know there has been a positive impact on existing families regardless of their protected characteristics. Therefore participation in the new scheme will have a positive impact on future families.
<b>Other, health, community justice, public protection etc.</b>		✓		Although we do not know what families will come to Falkirk, we know there has been a positive impact on existing families regardless of their protected characteristics. Therefore participation in the new scheme will have a positive impact on future families.
<b>Risk (Identify other risks associated with this change)</b>				

**Public Sector Equality Duty: Scottish Public Authorities must have 'due regard' to the need to eliminate unlawful discrimination, advance quality of opportunity and foster good relations. Scottish specific duties include:**

	<b>Evidence of Due Regard</b>
<b>Eliminate Unlawful Discrimination (harassment, victimisation and other prohibited conduct):</b>	
<b>Advance Equality of Opportunity:</b>	By participation in the new Resettlement scheme we will be supporting our obligations under the Human Rights legislation as well as providing families with the opportunity for education, health, justice and peace.
<b>Foster Good Relations (promoting understanding and reducing prejudice):</b>	Fostering good relations brings added value to the Falkirk Council area because it makes our local communities more diverse.

**SECTION SIX: PARTNERS / OTHER STAKEHOLDERS**

<b>Which sectors are likely to have an interest in or be affected by the proposal / policy / project?</b>		<b>Describe the interest / affect.</b>
<b>Business</b>	No	
<b>Councils</b>	Yes	The majority of Scottish Councils are continuing to participate in the Resettlement Scheme
<b>Education Sector</b>	Yes	Families may attend college
<b>Fire</b>	No	
<b>NHS</b>	Yes	Families will require NHS services and the NHS are consulted in this matter
<b>Integration Joint Board</b>	Yes	Families might require these services
<b>Police</b>	Yes	Families might require support from Police services
<b>Third Sector</b>	Yes	Families may get support from the Third Sector
<b>Other(s): please list and describe the nature of the relationship / impact.</b>		

## SECTION SEVEN: ACTION PLANNING

**Mitigating Actions:** If you have identified impacts on protected characteristic groups in Section 5 please summarise these in the table below detailing the actions you are taking to mitigate or support this impact. If you are not taking any action to support or mitigate the impact you should complete the No Mitigating Actions section below instead.

Identified Impact	To Who	Action(s)	Lead Officer	Evaluation and Review Date	Strategic Reference to Corporate Plan / Service Plan / Quality Outcomes
Human Rights of families being supported through access to education , health services, Justice and peace etc	Current and future families	Continuing Council involvement in the new Global resettlement scheme ( which supports more nationalities than Syrians)	Michelle Scott	29/01/2021	Housing Plan

### No Mitigating Actions

Please explain why you do not need to take any action to mitigate or support the impact of your proposals.

<b>Are actions being reported to Members?</b>	Yes
<b>If yes when and how ?</b>	Report to Executive

**SECTION EIGHT: ASSESSMENT OUTCOME**

Only one of following statements best matches your assessment of this proposal / policy / project. Please select one and provide your reasons.

No major change required	Yes	This will have a positive impact
The proposal has to be adjusted to reduce impact on protected characteristic groups	No	
Continue with the proposal but it is not possible to remove all the risk to protected characteristic groups	No	
Stop the proposal as it is potentially in breach of equality legislation	No	

**SECTION NINE: LEAD OFFICER SIGN OFF**

Lead Officer:

Signature:	<i>Michelle Scott</i>	Date:	30/01/2020
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## SECTION TEN: EPIA TASK GROUP ONLY

<b>OVERALL ASSESSMENT OF EPIA:</b> Has the EPIA demonstrated the use of data, appropriate engagement, identified mitigating actions as well as ownership and appropriate review of actions to confidently demonstrate compliance with the general and public sector equality duties?		Yes
<b>ASSESSMENT FINDINGS</b>  If YES, use this box to highlight evidence in support of the assessment of the EPIA  If NO, use this box to highlight actions needed to improve the EPIA	This action will have a positive impact on future refugee families arriving in Falkirk under this scheme and on the wider community	
<b>Where adverse impact on diverse communities has been identified and it is intended to continue with the proposal / policy / project, has justification for continuing <u>without making changes been made</u>?</b>	Yes / No	If YES, please describe:

### LEVEL OF IMPACT: The EPIA Task Group has agreed the following level of impact on the protected characteristic groups highlighted within the EPIA

LEVEL		COMMENTS
HIGH	Yes / No	
MEDIUM	Yes / No	
LOW	Yes	This has a positive impact on the community

## SECTION ELEVEN: CHIEF OFFICER SIGN OFF

Director / Head of Service:

<b>Signature:</b> <i>Stuart Ritchie</i>	<b>Date:</b> 30/01/2020
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