

Colchester Borough Council

Equality Impact Assessment Form - An Analysis of the Effects on Equality

Section 1: Initial Equality Impact Assessment

Name of policy* to be assessed:

Syrian Vulnerable Person Resettlement Programme – Delivery Arrangements

(*Please note that the term 'policy' is used broadly to include a service, strategy or key decision.)

1. What is the main purpose of the policy?

- To work with the Home Office and Essex County Council on the Syrian Vulnerable Person Resettlement Programme and the Vulnerable Persons Resettlement Scheme

2. What main areas or activities does it cover?

- Welcome and housing of vulnerable Syrian families into the Borough
- An orientation Programme covering Health, Benefits and Finance, Schooling and Education, Law and Human Rights, Safety and Culture
- Access to Language lessons

3. Are there changes to an existing policy being considered in this assessment? If so what are they?

- No

4. Who are the main audience, users or customers who will be affected by the policy?

- Vulnerable families and persons identified by UN High Commissioner for Refugees (UNHCR) as most at risk

5. What outcomes do you want to achieve from the policy?

- A successful integration into the community whilst allowing migrants to contribute to the local economy and add to the richness of our multi-racial culture

6. Are other service areas or partner agencies involved in delivery? If so, please give details below:

- Essex Integration – a local charitable organisation supporting BME individuals and groups
- Essex County Council – the lead body for this resettlement programme

- Strategic Migration Partnership

7. Are you aware of any relevant information, data, surveys or consultations¹ which help us to assess the likely or actual impact of the policy upon customers or staff? *If so provide details and include a link to the document or source where available.*

- Previous work with Essex Integration in supporting migrants has been successful. This programme will benefit from this organisation’s expertise in resettlement and integration

8. The ‘general duty’ states that we must have “due regard” to the need to:

- eliminate unlawful discrimination, harassment and victimisation
- advance equality of opportunity between people who share a ‘protected characteristic²’ and those who do not³
- foster good relations between people who share a protected characteristic and those who do not⁴

Not all policies help us to meet the ‘general duty’, but most do.

The policy helps us to ‘eliminate unlawful discrimination, harassment and victimisation’ in the following way(s):

- By ensuring that all vulnerable families are fully aware of their rights under discrimination, harassment and victimisation, that they understand the methods for reporting any such incidents and are supported by relevant local organisations

The policy helps us to ‘advance equality of opportunity...’ in the following way(s):

- Allowing the vulnerable families to settle in our Borough and be supported into a fulfilled and peaceful life
- Providing advice and support on local culture to encourage this
- Access to English language skills

The policy helps us to ‘foster good relations...’ in the following way(s):

- Introduction and support for the families from voluntary, faith and community groups

¹Click on [Customer Insight](#) for more information. The Council’s surveys and consultations include ‘equality monitoring information’ to help us identify any particular concerns or views expressed by any particular group or ‘protected characteristic’. It can also help us to assess how representative of our customers the respondent group is. Local Data on the Protected Characteristics is available [on this page](#) of the staff intranet, ‘Colin’.

² The Equality Act’s ‘protected characteristics’ include age, disability, gender reassignment, pregnancy and maternity, race, religion or belief and sex and sexual orientation. It also covers marriage and civil partnerships, but not for all aspects of the duty.

³ This involves having due regard, in particular, to the need to: (a) remove or minimise disadvantages suffered by persons who share a protected characteristic that are connected to that characteristic; (b) take steps to meet the needs of persons who share a relevant protected characteristic that are different from the needs of persons who do not share it, and (c) encourage persons who share a relevant protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low.

⁴ This involves having due regard, in particular, to the need to (a) tackle prejudice, and (b) promote understanding.

9. The Council has an important role in improving residents' health under the Health and Social Care Act 2012. This relates to both its 'core functions' (such as housing, leisure, green spaces and environmental health) and to its 'enabling roles' (such as economic development, planning and engaging with communities)⁵. The Council recognises that its Public Sector Equality Duty and its role in improving health are interrelated and mutually supportive. This is especially true across the 'protected characteristics' of age and disability.

"Health inequalities are the unjust and avoidable differences in people's health across the population. They come from the unequal distribution of income, wealth and power and influence the wider determinants of health such as work, education, social support and housing. Currently, in England people living in the least deprived areas will live around 20 years longer in good health than those in the most deprived areas. Reducing health inequalities means giving everyone the same opportunities to lead a healthy life, no matter where they live or who they are."

Where applicable, explain how this policy helps us to improve health/ reduce health inequalities for residents:

- By providing access to English language classes allowing the families to access employment opportunities and reliance on benefits

⁵ The King's Fund: [The district council contribution to public health: a time of challenge and opportunity, 2015](#)

10. This section helps us to identify any disproportionate equality impacts. Please indicate in the table below whether the policy is likely to particularly benefit or disadvantage any of the 'protected characteristics'.

Remember to include reference to any relevant consultation, data or information.

'Protected characteristic' group		Positive Impact	Explain how it could particularly benefit the group	Negative Impact	Explain how it could particularly disadvantage the group
Age	Older people (60+)		No specific impact identified		None identified
	Younger people (17-25) and children (0-16)		As above		None identified
Disability	Physical		As above		None identified
	Sensory		As above		None identified
	Learning		As above		None identified
	Mental health issues		As above		None identified
	Other – <i>specify</i>		As above		None identified
Ethnicity ⁶	White		As above		None identified
	Black		As above		None identified
	Chinese		As above		None identified
	Mixed Ethnic Origin		As above		None identified
	Gypsies/ Travellers		As above		None identified
	Other – <i>please state</i>		The programme will directly benefit Syrian migrants		None identified
Language	English not first language		English lessons are part of the introduction package for the group		None identified

⁶ National Census 2011 categories are: Bangladeshi, Indian, Pakistani, Other Asian (Asian or Asian British), African, Caribbean, Other Black (Black or Black British), White and Black African, White and Asian, White and Black Caribbean (Mixed), British, Irish, Other White (White), Chinese, Other (Other Ethnic Group).

'Protected characteristic' group		Positive Impact	Explain how it could particularly benefit the group	Negative Impact	Explain how it could particularly disadvantage the group
Pregnancy and Maternity	Women who are pregnant or have given birth in last 26 weeks		No specific impact identified		None identified
Religion or Belief	People with a religious belief (or none)		Support will be given by a multi-faith committee, whilst respect maintained for the individual's faith and beliefs		None identified
Sex	Men		No specific impact identified		None identified
	Women		No specific impact identified		None identified
Gender Reassignment ⁷	Transgender/ Transsexual		No specific impact identified		None identified
Sexual Orientation	Bisexual, Heterosexual, Gay or Lesbian		No specific impact identified		None identified
Marriage and Civil Partnership	People who are married or in a civil partnership		No specific impact identified		None identified

11. If you have identified any negative impacts (above) how can they be minimised or removed?

(This is a key section: Please deal with each negative impact noted above in turn.)

- Not applicable

⁷ The protected characteristic of gender reassignment is defined by the Equality Act 2010 as “a person proposing to undergo, is undergoing or has undergone a process (or part of a process) for the purpose of reassigning the person's sex by changing physiological or other attributes of sex.” This is a personal process that may involve medical interventions such as counselling, psychotherapy, hormone therapy or surgery, but does not have to.

12. Could the policy discriminate⁸ against any 'protected characteristic', either directly or indirectly⁹? (Yes/No)

- No

Summary and findings of Initial Equality Impact Assessment

13. Please put a tick in the relevant box to confirm your findings, and what the next step is:

Findings	Action required
A. No negative impacts have been identified <input checked="" type="checkbox"/>	Sign off screening and finish.
B. Negative impacts have been identified but have been minimised or removed <input type="checkbox"/>	Sign off screening and finish.
C. Negative impacts could not be minimised or removed <input type="checkbox"/>	Sign off screening and complete a full impact assessment – Section 2.
D. There is insufficient evidence to make a judgement. <input type="checkbox"/>	Sign off screening and complete a full impact assessment – Section 2.

14. Name and job title of person completing this form:

Yovone Cook – Community Enabling Officer

15. Date of completion: 04.11.19

16. Date for update or review of this screening¹⁰: 04.11.22

⁸ The Council has a general duty to 'eliminate unlawful discrimination, harassment and victimisation'. Direct discrimination occurs when a person is treated less favourably than another in a comparable situation because of their 'protected characteristic' whether on grounds of age, disability, pregnancy and maternity, ethnicity; religion or belief; sex (gender), sexual orientation, or marriage and civil partnership. Indirect discrimination occurs when an apparently neutral provision or practice would nevertheless disadvantage people on the grounds of their 'protected characteristic'.

⁹ If you answer 'yes' to question 11 (above) you will need to complete the following section *and* go on to complete Section 2 in order to conduct a full Equality Impact Assessment.

¹⁰ This is normally three years, but not always: You may know that the policy itself will be reviewed earlier in which case the EqIA should be reviewed at that time. Or, in the case of a five year strategy, you may want to have a review date of five years. In the case of a "one off" decision, such as closing a service, a review date may not be needed - in which case you should indicate 'N/A'. In any event, the review date should be brought forward if you receive information or feedback which raises new concerns, or if the public policy context changes. You can speak to the [Equality and Safeguarding Co-ordinator](#) for more advice.