

Equality Impact Assessment (EIA)

This document demonstrates how the council is meeting its duties under the Equality Act 2010, by giving due regard to the requirement to: eliminate discrimination; advance equality of opportunity; and promote good relations.

1. Background

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| Directorate | Prevention, Wellbeing and Communities Hub |
| Service area | Commissioning |
| Title of the activity being assessed i.e., the strategy, plan, policy, or service | Support to Refugees on the Homes for Ukraine (HFU) Scheme |
| Brief outline of the proposal(s) | <p>1. To seek Cabinet ratification for the decision taken by the Director of Public Health to allocate Homes for Ukraine (HFU) Scheme grant funding received by the council from the Department for Levelling Up, Housing and Communities (DLUHC) in accordance with the conditions of the grant.</p> <p>This grant funding was used for the purpose of:</p> <ul style="list-style-type: none"> • mandated safeguarding and accommodation checks • administration of the scheme including staff costs, variation to contracts, ongoing burdens to services such as fostering and incidentals such as printing, translation, and car hire • costs associated with guest welfare and integration into the community including mental health support, transport, and payments to support groups • housing costs including for emergency accommodation in the period from March to November 2022. <p>2. To delegate authority to the Director of Public Health, in consultation with the Lead Cabinet Member for Adult Social Care Delivery and the Deputy Chief Executive & Executive Director of Corporate Resources, to consider and, if appropriate, approve the allocation of future HFU Scheme grant funding, in accordance with Government “Homes for Ukraine” guidance and UK subsidy control regime requirements).</p> |

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| Who is affected by the proposals? | Service users <input checked="" type="checkbox"/> Workforce <input type="checkbox"/> Other, please specify: <input type="text"/> |
| Decision to be taken and decision maker | Allocation of HFU funding Siobhan Farmer – Director of Public Health Cllr Kathy Williams - Cabinet Member for Adult Social Care Delivery |
| Person(s) responsible for completing this assessment | Name: Ruth Woolley Telephone: 01452 426150 Email: ruth.woolley@gloucestershire.gov.uk |
| Date of this assessment | 11 October 2022 |

2. Information Gathering

Briefly outline your approach to consultation and engagement, together with details of any other information and data sources you have utilised:

| Research, Consultation and Engagement | |
|---------------------------------------|---|
| Service users | Engagement has been conducted with HFU guests and sponsors in Gloucestershire through virtual Q&A sessions, as well as face-to-face community talks and drop-in meetings. Both guests and sponsors are also able to email the HFU team with concerns and questions. There has been consistent feedback about the importance of providing support for sponsor and guest welfare and integration into the community. |
| Workforce | Key individuals such as the Director of Public Health and local Councillors have been consulted on this decision. The HFU team consists of staff from both Gloucestershire County Council and the six districts across Gloucestershire. Senior members of the HFU team in the six district councils have been consulted and engaged on this proposal through twice weekly operational planning meetings. This proposal has been developed in collaboration with all six district councils, who are collectively involved in the mandated safeguarding and accommodation checks and who incur costs as a result of the administration of the scheme. The HFU team at Gloucestershire County Council have been consulted and engaged on this proposal through twice daily situation report meetings. This team coordinate the whole journey through the HFU scheme for sponsors and guests. They organise |

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| | welcome meetings; provide vital information for settling in the country; answer questions posed by both sponsors and guests; ensure sponsors receive their 'thank you' payments; and signpost to support services and organisations of interest. This team are engaged in rematching guests with new sponsors in exceptional circumstances when efforts to mediate between sponsors and guests have been unsuccessful and the sponsorship has irreparably broken down. Emergency accommodation is required in some of these situations where the sponsorship has broken down to the point where the guest(s) need to relocate immediately, before rematching to a new sponsor has been completed. They are also actively involved in offering support and guidance to guests and sponsors throughout their engagement with the scheme. |
| Partners | Partners including district councils, Gloucestershire Action for Refugees and Asylum Seekers (GARAS), the Department of Work and Pensions (DWP), Gloucestershire's Local Enterprise Partnership (GFirst LEP), health and education partners have been consulted and engaged on this proposal and the allocation of HFU scheme funding through a weekly Homes for Ukraine Planning Meeting. |
| Other | |

3. Equality Assessment

Briefly explain your assessment of the impact of the proposed activity on the protected characteristics below. This section evidences how the council is giving due regard to the three aims of the general equality duty, which are to: eliminate discrimination; advance equality of opportunity; and promote good relations.

| Protected Characteristic | Service Users | Workforce |
|--------------------------|--|---|
| Age | We have considered these characteristics and there is no identified significant impact. Any activities funded by the HFU grant will be available to all guests and sponsors. Appropriate consideration will be given to the needs of refugees arriving who are from protected | We have considered these characteristics and there is no identified significant impact. The allocation of funding is not expected to have any identified impact on the workforce. |
| Disability | | |
| Sex | | |

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| | <p>characteristic groups and any additional support required will be tailored to their needs by GARAS. GARAS is a Gloucestershire based organisation and has an excellent understanding of local communities and the challenges they face. This means that it is well placed to support refugees to integrate effectively in their new communities and reduce the chance of entrenching inequalities.</p> | |
| Race | <p>Any relevant activities funded by the HFU grant will be offered to sponsors, who may be of any ethnicity. However, this support will only be available to Ukrainian guests, or to sponsors on the HFU scheme. There may therefore be challenge from the wider community over a lack of parity in the support being given to support Ukrainian refugees compared to refugees of other nationalities, or to the wider public.</p> | |
| Gender reassignment | <p>We have considered these characteristics and there is no identified significant impact. Any activities funded by the HFU grant will be available to all guests and sponsors.</p> <p>Appropriate consideration will be given to the needs of refugees arriving who</p> | |
| Marriage & civil partnership | | |
| Pregnancy & maternity | | |
| Religion and/or belief | | |
| Sexual orientation | | |

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| | are from protected characteristic groups and any additional support required will be tailored to their needs by GARAS. GARAS is a Gloucestershire based organisation and has an excellent understanding of local communities and the challenges they face. This means that it is well placed to support refugees to integrate effectively in their new communities and reduce the chance of entrenching inequalities. | |
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4. Completed Actions

Set out how the proposed activity has already been amended following the equality assessment, to maximise the positive impact or minimise the negative impact:

| Change | Reason for Change |
|--|---|
| Development of an approach to ensure meaningful ongoing engagement with guests and sponsors – to support the development and implementation of the local Homes for Ukraine scheme and to make improvements where possible. | To ensure regular and genuine ongoing engagement with guests and sponsors, enabling us to learn from their experiences and respond to this feedback to continually improve the support offered. |

5. Planned Actions

Set out improvements that will be undertaken, following the equality assessment, to further maximise the positive impact or minimise the negative impact:

| Potential impact (positive or negative) | Action | By when | Owner |
|---|---|---------------|-------------|
| Negative | Develop a communications plan regarding any additional support funded by the HFU grant, to both encourage engagement from guests and sponsors and to clearly explain the rationale for this | December 2022 | Lorna Fizor |


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| | additional support. This is to help minimise the risk of challenge from the community and to encourage additional sponsors to sign up to the HFU scheme. | | |
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6. Monitoring and review

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| The following processes/actions will be put in place to keep this 'activity' under review: |
| <p>This Equalities Impact Assessment Statement is a live document and will be reviewed and updated regularly (at least six monthly or as new information comes to light) during the implementation of the Homes for Ukraine scheme.</p> <p>We will continue to monitor the impacts of the Homes for Ukraine scheme on guests, sponsors, the wider community and organisations through routine data collection and reporting, as well as through continued engagement with these groups. We will also use evidence-based methods (e.g., HEAT tool) to assess whether we are appropriately considering and meeting the needs of all individuals involved in the scheme.</p> |

7. Officer / Decision-maker Sign off

Officer: By signing this statement off as complete you are confirming that 'you' have examined sufficient information across all the protected characteristics and used that information to show due regard to the three aims of the general duty. This has informed the development of the activity

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| Signature of Senior Officer |  |
| Name of Senior Officer | Siobhan Farmer |
| Date | 08.11.22 |

Decision maker: I am in agreement that sufficient information and analysis has been used to inform the development of this 'activity' and that any proposed improvement actions are appropriate, and I confirm that I, as the decision maker, have been able to show due regard to the needs set out in section 149 of the Equality Act 2010.

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| Signature of decision maker | <i>K. B. Williams.</i> |
| Name of decision maker | Cllr Kathy Williams |
| Date | 09.11.22 |

8. Publication

If this document accompanies a Cabinet report or an Individual Cabinet Member (ICM) decision report it will be published, as part of the report publication process, on the GCC website. If this statement is not to be submitted with a Cabinet report or an Individual Cabinet Member (ICM) decision report, please maintain a copy for your own records that can be retrieved for internal review and in case of future challenge.

Appendix 1 – Service User Data

Details of service users affected by the proposed activity

| Protected Characteristic | Service User Data and Information | | | | | | | | | | | | | | |
|---|--|--------------|---|-------|-----|-------|------|-------|------|-------|------|-------|------|-----|-----|
| Age <i>percentage/profile of service user ages</i> | <p>Sponsors Data on the age of Homes for Ukraine sponsors in Gloucestershire is available through the Foundry case management system. It is important to note that data is only recorded for the person who has registered as the main sponsor; there may be other adults in the household also acting as a sponsor who will not be included in this data.</p> <p>Table 1: Percentage of Homes for Ukraine sponsors who have been matched to a guest/s in Gloucestershire, by age category</p> <table border="1"> <thead> <tr> <th>Age category</th> <th>%</th> </tr> </thead> <tbody> <tr> <td>21-30</td> <td>2.4</td> </tr> <tr> <td>31-40</td> <td>12.6</td> </tr> <tr> <td>41-50</td> <td>21.5</td> </tr> <tr> <td>51-60</td> <td>28.7</td> </tr> <tr> <td>61-70</td> <td>26.9</td> </tr> <tr> <td>71+</td> <td>7.9</td> </tr> </tbody> </table> | Age category | % | 21-30 | 2.4 | 31-40 | 12.6 | 41-50 | 21.5 | 51-60 | 28.7 | 61-70 | 26.9 | 71+ | 7.9 |
| Age category | % | | | | | | | | | | | | | | |
| 21-30 | 2.4 | | | | | | | | | | | | | | |
| 31-40 | 12.6 | | | | | | | | | | | | | | |
| 41-50 | 21.5 | | | | | | | | | | | | | | |
| 51-60 | 28.7 | | | | | | | | | | | | | | |
| 61-70 | 26.9 | | | | | | | | | | | | | | |
| 71+ | 7.9 | | | | | | | | | | | | | | |

TOTAL

100

Guests

Data on the age of Homes for Ukraine guests in Gloucestershire is available through the Foundry case management system.

Table 2: Percentage of Homes for Ukraine guests in Gloucestershire, by age category

| Age category | % |
|---------------|------------|
| <4 years | 6.5 |
| 5-11 | 15.2 |
| 12-17 | 14.7 |
| 18-25 | 10.9 |
| 26-30 | 6.8 |
| 31-40 | 21.3 |
| 41-50 | 15.1 |
| 51-60 | 4.6 |
| 61-70 | 3.8 |
| 71-80 | 0.7 |
| Over 80 years | 0.4 |
| TOTAL | 100 |

Sex percentage/profile of service users who are male and who are female

Sponsors

Data on the gender of Homes for Ukraine sponsors in Gloucestershire is available through the Foundry case management system. It is important to note that data is only recorded for the person who has registered as the main sponsor; there may be other adults in the household also acting as a sponsor who will not be included in this data.

Table 3: Percentage of Homes for Ukraine sponsors who have been matched to a guest/s in Gloucestershire, by gender

| Gender | % |
|--------|------|
| Female | 61.1 |

| | |
|--------------|------------|
| Male | 38.9 |
| TOTAL | 100 |

Guests

Data on the gender of Homes for Ukraine guests in Gloucestershire is available through the Foundry case management system.

Table 4: Percentage of Homes for Ukraine guests in Gloucestershire, by gender

| Gender | % |
|--------------|------------|
| Female | 67.4 |
| Male | 31.7 |
| Unspecified | 0.9 |
| TOTAL | 100 |

Disability percentage/profile of service users who have a disability

There is currently no data available, either locally or nationally, regarding the number/percentage of Homes for Ukraine sponsors or guests who have a disability.

Race percentage/profile of service users who are from black and minority ethnic backgrounds

There is currently no data available, either locally or nationally, regarding the number/percentage of Homes for Ukraine sponsors who are from black or minority ethnic backgrounds.

By the very nature of the Homes for Ukraine scheme, all guests will have Ukrainian nationality. However, there is no data available, either locally or nationally, regarding the number/percentage of these guests who are from black and minority ethnic backgrounds.

Marriage & civil partnership percentage/profile of service users who are married or in a civil partnership

There is currently no data available, either locally or nationally, regarding the number/percentage of Homes for Ukraine sponsors or guests who are married or in a civil partnership.

Religion and/or belief

There is currently no data available, either locally or nationally, regarding the religious beliefs of Homes for Ukraine sponsors or guests.

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| <i>percentage/profile of service users religious beliefs</i> | |
| <i>Gender reassignment percentage/profile of service users who have indicated they are transgender</i> | There is currently no data available, either locally or nationally, regarding the number/percentage of Homes for Ukraine sponsors or guests who have indicated they are transgender. |
| <i>Pregnancy & maternity percentage/profile of service users who are female and who are pregnant or on a maternity leave</i> | There is currently no data available, either locally or nationally, regarding the number/percentage of Homes for Ukraine sponsors or guests who are female and who are pregnant or on a maternity leave. |
| <i>Sexual orientation percentage/profile of service users who are lesbian, gay, bisexual, heterosexual</i> | There is currently no data available, either locally or nationally, regarding the number/percentage of Homes for Ukraine sponsors or guests who are lesbian, gay, bisexual or heterosexual. |

Appendix 2 – GCC Workforce Data

Details of Gloucestershire County Council staff affected by the proposed activity

| Protected Characteristic | Total number of GCC staff affected: |
|------------------------------|-------------------------------------|
| Age | GCC staff are not affected |
| Disability | |
| Sex | |
| Race | |
| Gender reassignment | |
| Marriage & civil partnership | |

| | |
|------------------------|--|
| Pregnancy & maternity | |
| Religion and/or belief | |
| Sexual orientation | |
