

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

Directorate	Public Health and Communities
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)	To utilise Homes for Ukraine (HFU) Scheme grant funding received by the council from the Department for Levelling Up, Housing and Communities (DLUHC) to increase host payments from April 2023 to encourage the continuation of sponsorship arrangements, and to provide housing incentives to help Ukrainian guests transition to the next phase of the HFU scheme.
Who is affected by the proposals?	Service users <input checked="" type="checkbox"/> Workforce <input type="checkbox"/> Other, please specify: <input style="width: 200px;" 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	3 March 2023

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 hosts in Gloucestershire through virtual Q&A sessions, as well as face-to-face community talks and drop-in meetings. Both guests and hosts are also able to email the HFU team with concerns and questions. There has been consistent feedback about the importance of providing support for host and guest welfare and integration into the community.
Workforce	<p>Key individuals such as the Director of Public Health and local Councillors have been consulted on this decision.</p> <p>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 would support the administration of delivering the proposed housing incentives.</p> <p>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 hosts and guests. They organise welcome meetings; provide vital information for settling in the country; answer questions posed by both hosts and guests; ensure hosts receive their 'thank you' payments; and signpost to support services and organisations of interest. This team are engaged in rematching guests with new hosts when their current placement cannot continue. They are also actively involved in offering support and guidance to guests and hosts throughout their engagement with the scheme.</p>
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	<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 hosts.</p> <p>Appropriate consideration will be given to the needs of refugees who 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.</p>	<p>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.</p>
Disability		
Sex		
Race	<p>Any relevant activities funded by the HFU grant will be offered to hosts, who may be of any ethnicity. However, this support will only be available to Ukrainian guests, or to hosts 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</p>	

	compared to refugees of other nationalities, or to the wider public.	
Gender reassignment	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 hosts. Appropriate consideration will be given to the needs of refugees who 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.	
Marriage & civil partnership		
Pregnancy & maternity		
Religion and/or belief		
Sexual orientation		

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 hosts – 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 hosts, 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 hosts and to clearly explain the rationale for this additional support. This is to help minimise the risk of challenge from the community and to encourage additional hosts to sign up to the HFU scheme.	April 2023	Lorna Fizor

6. Monitoring and review

The following processes/actions will be put in place to keep this 'activity' under review:

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.

We will continue to monitor the impacts of the Homes for Ukraine scheme on guests, hosts, 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.

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

Signature of Senior Officer	
Name of Senior Officer	Siobhan Farmer
Date	16/03/23

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.

Signature of decision maker	
Name of decision maker	Cllr Kathy Williams
Date	16/03/20/23

1. 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
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Age
percentage/profile
of service user
ages

Hosts

Data on the age of Homes for Ukraine hosts in Gloucestershire is available to local authority users 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 host; there may be other adults in the household also acting as a host who will not be included in this data.

Table 1: Percentage of Homes for Ukraine hosts who have been matched to a guest/s in Gloucestershire, by age category

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 to local authority users 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

<p>Sex <i>percentage/profile of service users who are male and who are female</i></p>	<p>Hosts Data on the gender of Homes for Ukraine hosts in Gloucestershire is available to local authority users 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 host; there may be other adults in the household also acting as a host who will not be included in this data.</p> <p>Table 3: Percentage of Homes for Ukraine hosts who have been matched to a guest/s in Gloucestershire, by gender</p> <table border="1"> <thead> <tr> <th>Gender</th> <th>%</th> </tr> </thead> <tbody> <tr> <td>Female</td> <td>61.1</td> </tr> <tr> <td>Male</td> <td>38.9</td> </tr> <tr> <td>TOTAL</td> <td>100</td> </tr> </tbody> </table> <p>Guests Data on the gender of Homes for Ukraine guests in Gloucestershire is available to local authority users through the Foundry case management system.</p> <p>Table 4: Percentage of Homes for Ukraine guests in Gloucestershire, by gender</p> <table border="1"> <thead> <tr> <th>Gender</th> <th>%</th> </tr> </thead> <tbody> <tr> <td>Female</td> <td>67.4</td> </tr> <tr> <td>Male</td> <td>31.7</td> </tr> <tr> <td>Unspecified</td> <td>0.9</td> </tr> <tr> <td>TOTAL</td> <td>100</td> </tr> </tbody> </table>	Gender	%	Female	61.1	Male	38.9	TOTAL	100	Gender	%	Female	67.4	Male	31.7	Unspecified	0.9	TOTAL	100
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Female	67.4																		
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Unspecified	0.9																		
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<p>Disability <i>percentage/profile of service users</i></p>	<p>There is currently no data available, either locally or nationally, regarding the number/percentage of Homes for Ukraine hosts or guests who have a disability.</p>
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<i>who have a disability</i>	
<i>Race percentage/profile of service users who are from black and minority ethnic backgrounds</i>	<p>There is currently no data available, either locally or nationally, regarding the number/percentage of Homes for Ukraine hosts who are from black or minority ethnic backgrounds.</p> <p>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.</p>
<i>Marriage & civil partnership percentage/profile of service users who are married or in a civil partnership</i>	There is currently no data available, either locally or nationally, regarding the number/percentage of Homes for Ukraine hosts or guests who are married or in a civil partnership.
<i>Religion and/or belief percentage/profile of service users religious beliefs</i>	There is currently no data available, either locally or nationally, regarding the religious beliefs of Homes for Ukraine hosts or guests.
<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 hosts 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 hosts 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 hosts 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	