

Equality Impact Assessment (EqIA)

The Equality Act 2010 introduced the Public Sector Equality Duty which states that a public authority must, in the exercise of its functions, have due regard to the need to:

1. Eliminate discrimination, harassment and victimisation and any other conduct prohibited by or under the Act
2. Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it
3. Foster good relations between persons who share a relevant protected characteristic and persons who do not share it

This document demonstrates how the Council is meeting the Public Sector Equality Duty by setting out the findings of an equality analysis that has been undertaken in relation to a proposed change to assess whether it has a disproportionate impact on people who share a protected characteristic. The Council's Equality Impact Assessment (EqIA) process covers additional groups not 'protected' by section 149 of the Equality Act 2010, including care leavers and care experienced adults.

1. Background

Directorate	Public Health and Communities
Service area	Commissioning
Title of the proposed change being assessed i.e. the policy, service or other development	UK Resettlement Scheme funding for Unaccompanied Asylum-Seeking Children

Describe the purpose of the proposed change and the intended outcomes
To seek approval to utilise UK Resettlement Scheme (UKRS) grant funding received by the County Council from the Home Office to support unaccompanied asylum-seeking children (UASC).

Who is affected by the proposals?	
Service users:	Yes
Wider community:	No
Workforce:	Yes
Other (please specify):	No

Decision to be taken and decision maker	Decision: Allocation of UK Resettlement Scheme funding to support unaccompanied asylum-seeking children
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	Decision maker: Cllr Stephan Fifield, Cabinet Member for Adult Social Care Delivery
Person(s) responsible for completing this assessment	Ruth Woolley
Date of this assessment	8 th March 2024

2. Information and Data Collection

Summarise how you have collected the information and data required to assess the current situation (section 3.1 below) and the potential or actual impact of the proposed change (section 3.2 below) on those who share the protected characteristics and the additional groups (e.g. survey of services users, running community focus groups, analysing service usage data, engaging with staff networks). The actual information and data should be set out in Appendix 1 (Service Users) and Appendix 2 (GCC staff).

If there are any gaps, include an action in section 4 to fill these. This does not mean that you cannot complete the equality impact assessment, but you need to follow-up the action and revisit as part of the monitoring and review arrangements set out in section 5.

Stakeholders	Engagement and Consultation	Other Sources
Service Users / Wider Community	<p>The UKRS delivery is monitored and service user input is included in its ongoing evaluation. Any concerns about the change in funding are recorded through this mechanism.</p> <p>The unaccompanied asylum-seeking children were not consulted directly on this proposal.</p>	
Workforce	<p>Key individuals such as the Director of Public Health and the team managing the UKRS grant and processes have been consulted on this decision.</p> <p>The team managing the current UASC workload have been consulted in the development of the proposal.</p> <p>The Children’s Services team have been engaged in the development of this proposal and in response to the noting of issues and</p>	

	concerns about the increasing number of service users and financial pressures on the service.	
Partners	Partners including Gloucestershire Action for Refugees and Asylum Seekers (GARAS), Children's Services, the UKRS team, health and education partners have been consulted on this proposal and the increased allocation of funds to support UASC.	
Other	NA	

3. Equality Assessment

Indicate the impact on each group and explain how you have reached your conclusions (i.e. through analysis of the information and data that was collected through the engagement, consultation and other sources / methods that were set out in section 2).

Consider sub-categories (e.g. different kinds of disabilities) and how the groups are interconnected (e.g. young women) resulting in particular needs or types of disadvantage and discrimination (sometimes known as intersectional or combined discrimination).

3.1 – Status Quo

If the proposal involves changing an existing activity (e.g. policy, service), summarise the key findings from your assessment of the current situation for each of the groups below. If the proposal is completely new, then move straight to section 3.2.

	Service Users	Gloucestershire County Council (GCC) Staff
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Protected Characteristics (Equality Act 2010)		
Additional Groups (including care leavers / care experienced adults)		

3.2 – The Proposed Change

Summarise your assessment of the likely or actual impact of the proposed change on each of the groups. If an action is required, this should be recorded in Section 4.

Service Users						
Protected Characteristics / Additional Groups	Positive Impact	Neutral Impact	Negative Impact	Not Sure	Summary of Impact	Action Required (Y/N)?
Age		X			The additional financial support for UASC will have benefits for all children arriving in	N
Disability		X				

Sex		X			Gloucestershire as unaccompanied asylum seekers. Appropriate consideration will continue to be given to the needs of refugees who are from protected characteristic groups and any additional support required will be tailored to their needs.	
Race		X			Support is being offered and will continue to be offered to all asylum seekers arriving in Gloucestershire from any ethnicity and country of origin. Due to the nature of the asylum seekers' backgrounds, many have suffered or witness traumatic events linked to ethnicity and their home country. The support offered will be available to all children regardless of race or country of origin.	N
Gender reassignment		X			We have considered these characteristics and there is no identified difference in impact across the different groups.	N
Pregnancy & maternity		X				
Religion and/or belief		X				
Sexual orientation		X				
Marriage & civil partnership		X				
Armed Forces community		X				
Carers		X				

Care leavers / care experienced adults		X				
Digital exclusion		X				
Geography, for example, urban and rural areas		X				
Socio-economic disadvantage		X				
Vulnerable groups of society		X				
Interconnected Characteristics / Groups	Positive Impact	Neutral Impact	Negative Impact	Not Sure	Summary of Impact	Action Required (Y/N)?

Gloucestershire County Council Staff

Protected Characteristics / Additional Groups	Positive Impact	Neutral Impact	Negative Impact	Not Sure	Summary of Impact	Action Required (Y/N)?
Age		X			No identified differences in impact identified.	N
Disability		X				
Sex		X				
Race		X				
Gender reassignment		X				
Pregnancy & maternity		X				
Religion and/or belief		X				
Sexual orientation		X				
Marriage & civil partnership		X				
Armed Forces community		X				
Carers		X				
Care leavers / care experienced adults		X				
Digital exclusion		X				

Geography, for example, urban and rural areas		X				
Socio-economic disadvantage		X				
Vulnerable groups of society		X				
Interconnected Characteristics / Groups	Positive Impact	Neutral Impact	Negative Impact	Not Sure	Summary of Impact	Action Required (Y/N)?

4. Action Plan

Set out the key actions that will be undertaken, following the equality assessment in section 3, to further maximise the positive impact or mitigate the negative impact of the proposal on the protected characteristics and additional groups prior to implementation (any negative consequences should be eliminated, minimised or counter-balanced by other measures):

Identified Potential or Actual Impact	Recommended Action(s)	Owner	Target Completion Date
Direct support appropriately and according to need for this group	Establish clear data collection processes for UASC in Gloucestershire to better understand their overall needs.	Mark Bone	September 2024

5. Monitoring and Review

Public bodies must have regard to the aims of the duty not only when a policy, service or development is being created and decided upon, but also when it is implemented and at regular intervals thereafter. The Equality Duty is a continuing duty.

Lead officer(s):	Ruth Woolley
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Part 1 – Initial arrangements (up to around six months following implementation)


Date of the post implementation review:	8 th March 2024
<p>Approach to <u>measuring the impact</u> of the change to enable a <u>comparison</u> between the <u>anticipated impact</u> (as set out in section 3) with the <u>actual impact</u>:</p> <ul style="list-style-type: none"> ▪ What mechanisms will be used? ▪ How will service users / the wider community / GCC staff and other stakeholders be involved? 	<p>We will continue to monitor the impacts of the support given to UASC and refugees arriving via the UKRS.</p>

Part 2 – Ongoing arrangements (from around six months onwards)

Frequency of monitoring and 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 UK Resettlement Scheme and support for UASC.</p>
<p>What mechanisms will be used?</p> <p>How will service users / the wider community / GCC staff and other stakeholders be involved?</p>	

6. Approval

Signature of Senior Officer	
Name of Senior Officer	Siobhan Farmer
Date	04.04.24

Signature of Decision Maker	
Name of Decision Maker	Cllr Stephan Fifield
Date	04.04.24

Appendix 1 – Service User Data and Information

Details of service users affected by the proposed activity:

Groups	Service User Data and Information
Age	Data on the ages of refugees on the UK Resettlement Scheme : Under 5 - 11%. 5 – 18 - 35% 19 – 24 - 8% 25 – 65 - 46% No records of over 65 years old
Disability	There is currently no data available, either locally or nationally, regarding the number/percentage who have a disability.
Sex	Male 51% Female 49%
Race	95% Syrian Arab Republic 5% Somalian
Gender reassignment	There is currently no data available, either locally or nationally, regarding the number/percentage who have indicated their gender is different to the one they were assigned at birth.
Pregnancy & maternity	This changes from month to month but usually below 5%
Religion and/or belief	High percentage are Muslim and a small minority are Christian
Sexual orientation	There is currently no data available, either locally or nationally, regarding sexual orientation.
Marriage & civil partnership	NA
Armed Forces community	There is currently no data available, either locally or nationally, about any of these additional groups
Carers	
Care leavers / care experienced adults	

Digital exclusion	
Geography, for example, urban and rural areas	
Socio-economic disadvantage	
Vulnerable groups of society	

Appendix 2 – Gloucestershire County Council Staff Data and Information

Details of GCC staff affected by the proposed activity:

Groups	GCC Workforce Data and Information
Age	GCC staff are unaffected by the proposal.
Disability	
Sex	
Race	
Gender reassignment	
Marriage & civil partnership	
Pregnancy & maternity	
Religion and/or belief	
Sexual orientation	
Armed Forces community	

Carers	
Care leavers / care experienced adults	
Digital exclusion	
Geography, for example, urban and rural areas	
Socio-economic disadvantage	
Vulnerable groups of society	
