

If you include anything on this form that requires protective marking, please annotate accordingly. Sensitive information will have to be removed prior to publication on the SCC website.

The characteristics protected by the Equality Act are:

Disability	Age	Sex (gender)
Gender reassignment	Marriage/civil partnership	Pregnancy/maternity
Race	Sexual orientation	Religion/belief

By law we must have due regard to the need to:

- eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Act*
- advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it*
- foster good relations between persons who share a relevant protected characteristic and persons who do not share it.*

In effect, this means that we need to ensure that our policies and services are fair, equitable and proportionate and where possible mitigate against any adverse impacts on people from the different protected characteristics.

In addition to the above protected characteristics you should consider the impact of living in a **rural area** as part of this assessment. Where people live is not a characteristic protected by law, but for an organisation such as Suffolk County Council it is good practice to consider carefully how location may affect people's experience of a policy or service.

The Rural-Urban definition (DEFRA) introduced in 2004, defines the rurality of very small census based geographies. Census Output Areas forming settlements with populations of over 10,000 (which are urban), while the remainder are defined as one of three rural types: *town and fringe, village or hamlet and dispersed*.

Details	
Service or policy title	Syrian Resettlement Programme Casework Support
Lead officer <i>(responsible for the policy or service/function)</i>	Sara Blake
Officers carrying out the screening <i>(at least one must have done EIA training and recommended that an officer responsible for the policy or service/function is involved in the screening)</i>	Allison Coleman
Is this new or a revision? <i>(If revision state when previous EIA undertaken)</i>	New
Is this the first time this policy or function has been screened? <i>(If not, indicate which iteration this is – 2, 3, etc.)</i>	Yes
Date of completing this EIA screening	18 January 2016

Description
What exactly is proposed? <i>(Describe the service/policy and the changes that are being planned)</i> Suffolk County Council is co-ordinating the Central Government Syrian Resettlement Programme (SRP) for Suffolk on behalf of Suffolk Public Sector Leaders. Up to 200 Syrian refugees will be relocated to Suffolk over the 5 years of the programme. Experience in other parts of the country shows that the majority of

refugees in this programme need support for the first year and then are largely independent. Support will be available for longer when needed. The initial geographic area will be greater Ipswich. Casework support is a significant element of the scheme and includes helping the refugees to settle into the area; access services; register for benefits and Biometric Residence Permits; initial health and needs checks and registering with GPs, dentists etc; and apply for employment (when appropriate). Each family/individual must have their own support plan prepared, which the support worker should review with them regularly. Support will be tailored to the individual, such as, accompanying the refugees to appointments; providing English for Speakers of Other Languages (ESOL) provision; helping families liaise with schools, health professionals and other service providers. Interpreting support will be provided when needed. The caseworkers will be experienced in working with refugees. Proposals re commissioning the casework support are going to Cabinet on 23 February. In order to put casework support in place in time to bring refugees to Suffolk in the Spring of 2016 it is proposed to directly contract a Suffolk specialist refugee support provider for year 1. A tender process would then be run to select the casework support provider for years two to five.

Why? *(Give reasons why these changes are being introduced)*

Central government requested local authorities to volunteer to take Syrian refugees as part of this programme to help meet the commitment to relocate 20,000 Syrian refugees by the end of this parliament. Papers were taken to Suffolk Public Sector Leaders (SPSL) on the 18 September, 16 October and 20 November who agreed that Suffolk should participate and asked Suffolk County Council to lead the process. Caseworker support is an essential part of the resettlement programme and needs to be operational from the day the first refugees arrive, hence the need to put a 1 year contract in place to be 'ready' and then tendered for the following 4 years. We require to work with an agency that is experienced in understanding the cultural, religious, language and wider needs of refugees and as only one specialist provider operates in Suffolk, we will be directly contracting with them to enable the programme to happen within the timescale.

What will the effect of the changes be? *(Describe which people, communities, localities etc. will be affected by the changes)*

Typically 4 or 5 families will arrive at a time so there will be little noticeable change to local communities. Initially, the refugees will be housed in private sector properties in the greater Ipswich area. Account is being taken of locations where school places are available and health services with knowledge of supporting refugees.

How will it be implemented? *(Describe the decision making process, timescales, process for implementation)*

During January 2016 the first houses are being acquired. These addresses are then provided to the Home Office who will then upload profiles of families to a secure portal. A small panel of representatives from health, social care, education and refugee support organisations will review the profiles of potential refugee families prior to agreeing with the Home Office which families Suffolk is able to support. This will be agreed with the Home Office and then there is a six week gap to make preparations for the families to arrive.

In order to put services in place in time to accept Syrian refugees from March 2016 onwards, a local organisation with experience of delivering services to refugees has been contracted to deliver the casework support service for the first year. A tender process will then be undertaken to select the casework support provider for years 2 to 5 of the programme. As part of the tender process organisations will need to demonstrate that they have the knowledge and skills to meet the cultural, language and other needs specific to refugees.

When is it due to start? *(Planned start of new/revised policy/service)*

The first refugees are due to arrive in March or April 2016.

<p>Any other relevant details</p> <p>The Home Office provides funding to support the housing, health, education and support needs of the refugees.</p> <p>The United National High Commission for Refugees (UNHCR) is undertaking screening assessments in refugee camps to select individuals and families to participate in the scheme.</p> <p>UNHCR assess Syrian families in refugee camps and refer cases to the Home Office who then check they meet the eligibility criteria and carry out security checks. Medical reports are also produced by the International Organisation for Migration (IOM). Those who are accepted under the VPR scheme will be granted humanitarian protection giving them leave to remain in the UK for 5 years. Both the organisation delivering the casework support service in year one and then the organisation that is successful in the tender process for future years, will need to demonstrate an understanding of equalities, particularly how this relates to the needs of refugees.</p>

<p>Data about the user population</p> <p>What is the demographic profile of the community you are serving? <i>(A brief overview of quantitative data used and qualitative research undertaken, including customer surveys and focus groups, plus links to reports, local or national data that you have used)</i></p> <p>All of the people who will be supported through this programme will be Syrian refugees. The Home Office is only bringing in family groups during the first part of the programme. The UNHCR identifies people in need of resettlement based on the following criteria: women and girls at risk; survivors of violence and/or torture; refugees with legal and/or physical protection needs; refugees with medical needs or disabilities; children and adolescents at risk; persons at risk due to their sexual orientation or gender identity; and refugees with family links in resettlement countries.</p>
<p>What is the profile of your service users by protected characteristics? <i>(Where this data is available. If it is not currently available state any plans to collect this in future)</i></p> <p>All will be from a BME race. The majority are likely to have medical issues, whether physical, mental health or both. Many of the refugees will be children.</p>

Implications for communities and workforce	
Disability	
<p>What is the impact on people with a disability (including children with additional needs) and what evidence do you have? <i>(If you do not believe there is any impact describe why not)</i></p>	<p>The majority of the people arriving will have health issues. The programme has been developed to ensure that these needs are met. Initial screening and support will be undertaken by the Health Outreach Team and then the refugees will be supported to access mainstream GP services and secondary health services where required.</p> <p>The casework support staff will have an understanding of disability issues and how to access health services to meet those needs. The staff will also help adults to access training and employment opportunities and the children school places. Where needed additional support, such as through Social Care, will be put in place.</p>
<p>How does it have a positive or negative impact?</p>	<p>The programme is expected to have a positive impact on participants.</p>
<p>Do you expect the extent of the impact to be low, medium or high?</p>	<p>High positive impact</p>
<p>What could be done to mitigate any</p>	<p>Efforts will be made to support individuals to settle in Suffolk and</p>

adverse impact or further promote positive impact?	fulfil their potential.
Age	
What is the impact on people of different ages and what evidence do you have? <i>(If you do not believe there is any impact describe why not)</i>	Support will be tailored to meet the needs of individuals whether these are related to education, employment, health or social interaction.
How does it have a positive or negative impact?	The programme is expected to have a positive impact on participants.
Do you expect the extent of the impact to be low, medium or high?	High positive impact
What could be done to mitigate any adverse impact or further promote positive impact?	Efforts will be made to support individuals to settle in Suffolk and fulfil their potential.
Sex (gender)	
What is the impact on people of different genders and what evidence do you have? <i>(If you do not believe there is any impact describe why not)</i>	Support will be tailored to meet the needs of individuals whether these are related to education, employment, health or social interaction. Adjustments due to gender will be made if required.
How does it have a positive or negative impact?	The programme is expected to have a positive impact on participants.
Do you expect the extent of the impact to be low, medium or high?	High positive impact
What could be done to mitigate any adverse impact or further promote positive impact?	Efforts will be made to support individuals to settle in Suffolk and fulfil their potential.
Gender reassignment	
What is the impact on people who have undergone gender reassignment (i.e. transgender people) and what evidence do you have? <i>(If you do not believe there is any impact describe why not)</i>	Support will be tailored to meet the needs of individuals whether these are related to education, employment, health or social interaction. Support will be provided for anyone undergoing gender reassignment.
How does it have a positive or negative impact?	The programme is expected to have a positive impact on participants.
Do you expect the extent of the impact to be low, medium or high?	High positive impact
What could be done to mitigate any adverse impact or further promote positive impact?	Efforts will be made to support individuals to settle in Suffolk and fulfil their potential.
Marriage/civil partnership	
What is the impact on people who are married or in a civil partnership and what evidence do you have? <i>(If you do not believe there is any</i>	Support will be tailored to meet the needs of individuals whether these are related to education, employment, health or social interaction. Marriage/civil partnership will not have an impact on the services offered.

<i>impact describe why not)</i>	
How does it have a positive or negative impact?	The programme is expected to have a positive impact on participants.
Do you expect the extent of the impact to be low, medium or high?	High positive impact
What could be done to mitigate any adverse impact or further promote positive impact?	Efforts will be made to support individuals to settle in Suffolk and fulfil their potential.
Pregnancy/maternity	
What is the impact on people who are pregnant women or those with a young child and what evidence do you have? <i>(If you do not believe there is any impact describe why not)</i>	Support will be tailored to meet the needs of individuals whether these are related to education, employment, health or social interaction. Women who are pregnant or who have young children will be provided with any additional support that they need.
How does it have a positive or negative impact?	The programme is expected to have a positive impact on participants.
Do you expect the extent of the impact to be low, medium or high?	High positive impact
What could be done to mitigate any adverse impact or further promote positive impact?	Efforts will be made to support individuals to settle in Suffolk and fulfil their potential.
Race	
What is the impact on people from different races or ethnic groups and what evidence do you have? <i>(If you do not believe there is any impact describe why not)</i>	Support will be tailored to meet the needs of individuals whether these are related to education, employment, health or social interaction. Additional support, such as interpreters, will be provided for those people that need it. The cultural needs of the refugees will be embedded into the programme.
How does it have a positive or negative impact?	The programme is expected to have a positive impact on participants.
Do you expect the extent of the impact to be low, medium or high?	High positive impact
What could be done to mitigate any adverse impact or further promote positive impact?	Efforts will be made to support individuals to settle in Suffolk and fulfil their potential.
Sexual orientation	
What is the impact on people according to their sexual orientation and what evidence do you have? <i>(If you do not believe there is any impact describe why not)</i>	Support will be tailored to meet the needs of individuals whether these are related to education, employment, health or social interaction. Additional support will be provided if needed.
How does it have a positive or negative impact?	The programme is expected to have a positive impact on participants.
Do you expect the extent of the impact to be low, medium or high?	High positive impact
What could be done to mitigate any adverse impact or further promote	Efforts will be made to support individuals to settle in Suffolk and fulfil their potential.

positive impact?	
Religion/belief	
What is the impact on people according to their religion or belief and what evidence do you have? (<i>If you do not believe there is any impact describe why not</i>)	Support will be tailored to meet the needs of individuals whether these are related to education, employment, health or social interaction. The casework support element includes ensuring individuals' religion and beliefs are taken into account and support provided.
How does it have a positive or negative impact?	The programme is expected to have a positive impact on participants.
Do you expect the extent of the impact to be low, medium or high?	High positive impact
What could be done to mitigate any adverse impact or further promote positive impact?	Efforts will be made to support individuals to settle in Suffolk and fulfil their potential.

Rurality	
Where people live is not a characteristic protected by law: but for an organisation such as Suffolk County Council it is good practice to consider carefully how location may affect people's experience of a policy or service.	
What is the impact on people according to whether they live in an urban or rural environment and what evidence do you have? (<i>If you do not believe there is any impact describe why not</i>)	The refugees will not be located in rural areas as it is recognised that they need to be near services that understand how to meet their needs.
How does it have a positive or negative impact?	Positive impact as housed in locations that meet their needs.
Do you expect the extent of the impact to be low, medium or high?	Low
What could be done to mitigate any adverse impact or further promote positive impact?	None expected.

Recommendation to Policy Clearing House	
In your opinion, should a full Equality Impact Assessment be carried out for this policy or function?	No
Why?	The impact of this programme does not require a full EIA.
A full EIA involves consultation with all stakeholders: actual and potential service users, staff and management likely to be delivering the policy, partner agencies and Trade Unions. For guidance contact the Equalities Lead Adviser.	