

Equality Impact Assessment

Syrian Refugee – Vulnerable Person
Resettlement Scheme 2015 - Updated 2018

Section 1: Introduction and background

What is being assessed?	Syrian Refugee – Vulnerable Person Resettlement Scheme
Business unit	
Job title of assessor	Alison Wilks
Strategic Management Lead	Rachel O'Reilly
Date of assessment	24 September 2018
Is this a new or existing function or policy?	New

Description of the function or policy, including:

- **The aims and scope**
- **The main beneficiaries or users**
- **The main equality issues and barriers, and the protected characteristics¹ they relate to (not all assessments will encounter issues relating to every protected characteristic)**

The Syrian Vulnerable Persons Resettlement Scheme (VPRS) aims to provide a structured and phased programme of resettlement for the most vulnerable refugees living in camps.

Selection is 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'.

The Council has participated in the scheme to from October 2015.

The Council meets the Home Office requirements of the VPRS and this involves securing and furnishing accommodation, meeting and greeting the refugee households, arranging translation services, commissioning the East Surrey Family Support Programme to provide support, health, welfare and integration services and English for Speakers of other Languages courses.

From 2018 resettlement in the first year will also be provided by Council and Home Office approved local Community Sponsors.

Description of how the function or policy fits into the Council's Corporate Priorities or other local, regional or national plans and priorities

¹The protected characteristics are age, sex, disability, pregnancy and maternity, race and ethnicity, religion and belief, gender reassignment, sexual orientation, and marriage and civil partnership (Source: Equality Act 2010)

PROSPERITY

- **A vibrant local economy with thriving towns and villages**
 - The resettlement of refugee households in Mole Valley will add to the diversity of the area and the households will have the opportunity in the long term to contribute to the local economy through employment and voluntary work.

COMMUNITY WELLBEING

Active communities and support for those who need it

- **Improve opportunities for residents to live active lives.**
- **Promote community spirit, encourage individuals, families and communities to be support each other and help our neighbourhoods to be more resilient in times of need.**
 - Refugee households will need help and support to integrate within the local community and to improve their overall wellbeing. The VPRS and Community Sponsorship Scheme present opportunities across the local community to welcome and support refugee households and work closely together to promote community spirit.

Section 2: Analysis and assessment

Indicate for each protected characteristic whether there may be a positive impact, negative impact, a mixture of both or no impact – using a tick <input type="checkbox"/> in the appropriate columns				
Protected characteristics	Positive	Negative	No impact	Reason
Age	✓			Refugees of all ages have been accepted to be resettled in Mole Valley and this will continue under Community Sponsorship.
Sex	✓			The VPRS aims to protect refugee women who are at risk and survivors of violence.
Disability	✓			Positive -The VPRS aims to protect refugees with medical needs or disabilities
Pregnancy and maternity			✓	
Race and ethnicity	✓			The VPRS is specifically for refugees from Syria of all faiths and beliefs. The Neighbourhood Police are notified of households that are resettled and should any negative incidents occur they will be notified along with the Surrey Prevent Team.
Religion and belief	✓			The VPRS is specifically for refugees from Syria. The Neighbourhood Police are notified of households that are resettled and should any negative incidents occur they will be notified along with the Surrey Prevent Team.
Gender reassignment	✓			The VPRS aims to protect refugees at risk due to their sexual orientation or gender identity
Sexual orientation	✓			The VPRS scheme aims to protect refugees at risk due

Indicate for each protected characteristic whether there may be a positive impact, negative impact, a mixture of both or no impact – using a tick <input type="checkbox"/> in the appropriate columns				
Protected characteristics	Positive	Negative	No impact	Reason
				to their sexual orientation or gender identity
Marriage and civil partnership			✓	
Other aspects to consider	Positive	Negative	No impact	Reason
Carers			✓	
Rural/urban access issues			✓	
HR issues (how will staff with protected characteristics be affected?)			✓	

What can be done to reduce the effects of any negative impacts?
Where negative impact cannot be completely diminished, can this be justified, and is it lawful?

There are currently no negative impacts.

Where there are positive impacts, what changes have been or will be made?
Who are the beneficiaries? How have they benefited?

The Council commissions' specialist services to meet the specific identified needs of refugees through the East Surrey Family Support Team and Community Sponsors will also play a role in the future

Section 3: Evidence gathering and fact-finding

What evidence is available to support your views above?
Please include:

- A summary of the available evidence

- Identification of where there are gaps in the evidence (this may identify a need for more evidence in the action plan)
- What information is currently captured with respect to usage and take up of services.
- What the current situation is in relation to equality and diversity monitoring (where relevant)

The Council has participated in the VPRS since October 2015 and the questions above have been answered based on the experience of the last three years.

How have stakeholders been involved in this assessment?

Who are they, and what is their view?

Stakeholders have not been involved with this assessment. However, the VPRS work is monitored by the multi-agency Surrey Syrian Refugee Board and through close working with the South East Strategic Partnership for Migration and the Home Office.

Recommendations

Summary of the main recommendations (if any) arising from the assessment

There are no current recommendations.

Section 4: Action Plan

Actions needed to implement the EqIA recommendations (if any)

Issue	Action	Expected outcome	Who	Deadline for action
n/a	n/a	n/a	n/a	n/a