

EXECUTIVE MEMBER FOR COMMUNITY SAFETY

Date: Wednesday 13th December, 2023
Time: 2.30 pm
Venue: Mandela Room

AGENDA

1. Safe and Legal Routes 3 - 60

Charlotte Benjamin
Director of Legal and Governance Services

Town Hall
Middlesbrough
Tuesday 5 December 2023

MEMBERSHIP

Councillors Councillor J Thompson

Assistance in accessing information

Should you have any queries on accessing the Agenda and associated information please contact Susie Blood, 01642 729645

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MIDDLESBROUGH COUNCIL	
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Report of:	Director of Environment and Community Services
Relevant Executive Member:	Executive Member for Neighbourhood Safety
Submitted to:	Executive Member for Neighbourhood Safety
Date:	13 December 2023
Title:	Safe and Legal Routes – Refugee Resettlement
Report for:	Decision
Status:	Public
Strategic priority:	All
Key decision:	Yes
Why:	Decision(s) will incur expenditure or savings above £250,000
Subject to call in?:	Yes
Why:	Not Urgent

Proposed decision(s)	
That the Executive:	
<ul style="list-style-type: none"> • Agrees for Middlesbrough Council to sign up to UKRS • Agrees for the pledge of supporting 15 families to be changed to 5 per year. These families will be a mixture of ARAP/ACRS and UKRS, with an expectation of 2 families through ARAP/ACRS and 3 families through UKRS per year. This level of resettlement has proven to be manageable through the work already done on ARAP/ACRS since 2021. • Agrees to extend the contracts of the current team to cover the period of this grant. Funding will cover any redundancy costs if the grant funding ends. • Agrees to the recruitment of a team leader ensure consistency and specialist support to the team. • Agrees to the recruitment of a Project Support Officer. 	

Executive summary

This report recommends Middlesbrough Council accepts UKRS (vulnerable people resettlement) and combines this with existing pledges towards ARAP/ACRS (Afghan resettlement) to five families per year.

The report seeks approval to participate in refugee resettlement schemes via UKRS to ARAP/ARCS.

It also seeks approval to extend the current pledge of 5 families per year, totalling 15 families over the 3 year period. This pledge was for the period 2021 to 2024. This report is seeking approval to welcome 5 families per year from any of the schemes over the period 2024 – 2028. This would generate potential grant-funded income total of £2,757,950.

Approving this scheme will support vulnerable people and the implications of the recommendations outlined in this report have been considered by the appropriate officers of the Council which are set out in the main body of the report.

Purpose

1. To seek approval to extend participation in refugee resettlement schemes by adding UKRS to ARAP/ARCS and any new schemes in the future.
2. To seek approval to extend the current pledge of 5 families per year, totalling 15 families between 2021 to 2024. This report is seeking approval to welcome 5 families per year over the period 2024 – 2028.

Background and relevant information

3. Prior to the Covid pandemic and a scrutiny report recommended to Executive to sign up to UKRS (UK Resettlement Scheme). However, due to the pandemic, this was put on hold and no new funding instructions were released by central government.
4. Since then, the local authority pledged to resettle 15 families under ARAP (Afghan Resettlement Assistance Policy) and ACRS (Afghan Citizen Resettlement Scheme). 13 of those families have now arrived and remain in Middlesbrough.
5. Middlesbrough is home to a significant number of asylum seekers. However, the number of asylum seekers has not exceeded the cluster limit in a number of years. This level has been constant and manageable throughout. In addition, excellent support both within the local authority and through VCS partners is in place, which means there have not been unmanageable pressures in some time. Work to reduce pressures includes the EMAT (Ethnic Minority Achievement Team), NAP (New Arrival Pathway), and REP (Refugee Employment Program).

Background to ARAP/ACRS

6. The UK formally opened the Afghan Citizens Resettlement Scheme (ACRS) on 6 January 2022. The government will resettle more than 5,000 people in the first year and up to 20,000 over the coming years.

7. This is in addition to the Afghan Relocations and Assistance Policy (ARAP) scheme, which has already settled thousands of Afghans who have worked with the UK government, and their families. The ARAP scheme is a separate scheme to the ACRS and offers Afghan nationals who have worked for or alongside the UK government, and meet the ARAP criteria, relocation to the UK.
8. Middlesbrough pledged to home 15 families in total and we are working towards achieving that pledge. In addition, a small number of families have now made their own way to Middlesbrough and are also supported under the ARAP/ACRS tariff. This showcases that Middlesbrough is seen as welcoming and supportive, with people choosing to find properties here of their own volition.

Background to UKRS

9. The UK Government launched the Syrian Vulnerable Persons Resettlement Scheme in 2015 in response to the huge humanitarian crisis faced at the time. This was a UK wide pledge to resettle 20,000 Syrian Refugees by March 2020. A further commitment was made for up to an additional 3,000 refugees in the Middle East and North Africa.
10. The UK Resettlement Scheme (UKRS) reaffirms the UK's ongoing commitment to refugee resettlement, which continues to be an important component of the UK's humanitarian response. Under the UKRS, the UK will continue to offer a safe and legal route to vulnerable refugees in need of protection.
11. The government makes funding available to allow local authorities, healthcare providers and community sponsors to support refugees for the duration of the scheme (currently up to 5 years).
12. This is a national voluntary scheme where Local Authorities (LAs) pledge to assist families. LAs can determine the amount the amount of families they are able to help and can adjust this at any stage. This allows LAs to have flexibility with the delivery of the scheme.

Regional Contributions to Resettlement

13. The North East was quick to respond to assist with resettlement in 2015. All north east local authorities take part in ARAP/ACRS and the majority also take part in UKRS.
14. The regional commitment to resettlement schemes reflects the North East's experience and commitment to continue to provide much needed humanitarian support.
15. Middlesbrough Council was not part of the original eight LAs to participate in UKRS. This was due to asylum dispersal numbers being 33% over cluster limit. Since this time, however, those numbers have reduced and Middlesbrough has consistently been just slightly below cluster limit. Point 5 and 16 highlight that the pressures associated with dispersal have been appropriately managed in Middlesbrough. In addition, Middlesbrough was one of the first LAs to sign up to ARAP/ACRS.
16. As a Local Authority, Middlesbrough has excellent relationships with partners, including VCS organisations, who deliver various initiatives to manage the pressures associated

with asylum dispersal. This includes, for instance, the New Arrivals Pathway, which has been developed and delivered in partnership with the North East Migration Partnership, Mears (the Home Office's housing accommodation provider), and the Methodist Asylum Project.

Eligibility, Rights and Entitlements

17. For someone to be eligible for resettlement under UKRS, they will need to be assessed by UNHCR before being given permission to travel to the UK, as they must fit one or more of the following criteria:

- a. Legal and or Physical Protection Needs
- b. Survivors of Torture and/or Violence
- c. Medical Needs
- d. Women and Girls at Risk
- e. Family Reunification
- f. Children and Adolescents at Risk
- g. Lack of Foreseeable Alternative Durable Solutions

18. It is anticipated that those arriving through UKRS will be largely from Syria. However, with a changing geopolitical landscape, the scheme will respond to new and emerging international humanitarian crises.

19. Those arriving through ARAP/ACRS and UKRS receive Indefinite Leave to Remain immediately.

20. All new arrivals through both UKRS and ARAP/ACRS will have immediate access to mainstream welfare benefits to support their housing and living costs. They will also have the right to work and access further and higher education, meaning they can immediately access ESOL (English for Speakers of Other Languages), education, and training to progress into the job market.

Screening and Background Information

21. Under UKRS, refugees will be taken from border camps and nations largely in the Middle East and North Africa to avoid refugees being encouraged to make dangerous journeys to central Europe; to ensure that the most vulnerable can be prioritised; and to help break the business models of criminal gangs preying on human misery.

22. The Home Office take the utmost care to ensure that those people coming here undergo rigorous security checks. They work closely with UNHCR through the screening process and would not accept individuals with any security risks, war crimes, or other grounds for concern.

23. UNHCR has procedures in place to assess each refugee who is submitted for resettlement. These include registration, checking of documents, multiple interviews and review processes. It is the UK which makes a final assessment and will determine who is accepted for resettlement.

24. LAs receive information about each person in advance of arrival including a record of their previous history and an up to date medical assessment of needs which are

facilitated by UNHCR and IOM (International Organisation for Migration) in the refugees' host countries. The medical screening before departure includes testing for COVID 19, and other communicable diseases.

25. The Council would be able to consider these cases, taking into account limitations of what needs it can meet and are able to accept or reject these cases. From acceptance of a case, it takes between 8-10 weeks for their arrival on average.

Outcome Requirements

26. The Council enters into a voluntary agreement with the Home Office and commits to deliver a series of outcomes across a 5 year period from first arrivals into the UK in order to receive the UKRS funding from Central Government.

27. The Council is required to secure appropriate housing in advance of arrival, funding through the UKRS can be used to cover short term costs this may incur such as rent, bills, and council tax whilst awaiting arrivals or furnishing and preparing the property. The accommodation should meet housing standards, be fully furnished to enable families with very little belongings to start their life in the UK. The Council would not be expected to provide items such as TV's, DVD players or other electrical entertainment appliances. This does not preclude the Council sourcing additional goods through other sources of funding or charitable donations.

28. The Council is required to ensure that families are provided with a support plan and have a dedicated source of advice and support through a combination of office based appointments, drop in sessions, outreach surgeries and home visits. This would include:

- Assisting with budgeting and registration with utilities
- Ensuring registration with GPs and or other healthcare providers including dentistry
- Securing school places
- Claiming welfare and benefits and providing assistance with access to employment
- Sourcing appropriate literacy and language support for adults and young people
- Welcome arrangements and connection into local groups and services to encourage early integration and prevent social isolation
- Ensuring interpreting services are available as appropriate

29. Other LAs delivering resettlement in the region have used the funding in creative ways to support the integration of families into their local areas. Examples include, provision of informal conversational ESOL, events and orientation visits within the region, employment related activities, solutions to enable learners to progress quicker with their English language skills, and more.

30. The outcome requirements for ARAP/ACRS are as those for UKRS and Middlesbrough already has a lot of experience in managing this since having welcomed its first ARAP family in 2021.

Planning and Governance

31. If the Council supports the decision to assist the UKRS, a corporate and partnership coordinated response will be needed to develop the offer and manage arrivals. This has shown the greatest success in other areas. Initially it would be proposed to set up a UKRS planning group, harnessing expertise from a variety of council areas to help

prepare and meet the range of needs. The group would develop the operational aspects of supporting and accommodating families in Middlesbrough, the evaluation, and feedback mechanisms.

32. This would include representatives from housing providers, education, health and social care, Community Learning, and Department of Work and Pensions (DWP), as well as police, communities, and the voluntary and community sector. The group would need to link into other key corporate partnerships.
33. A similar group was formed when Middlesbrough first pledged to resettle under ARAP/ACRS and relationships are therefore already in place.
34. The group will develop an integration plan which will feature all the key elements of the statement of outcomes for resettlement but also consider the broader aspects of good integration based on the Government's Indicators of Integration. At its heart the fundamental cornerstones of good integration practice, learning from other LA areas and partners who have delivered services to refugees, and listening carefully to our statutory and voluntary sector partners.
35. A Personal Integration Plan has been developed for those welcomed under ARAP/ACRS, which can be delivered to UKRS arrivals. This takes a "team around the family" approach and explores families' own aspirations and wishes for their personal integration.

Staffing Proposals

36. A team is already in place to support the delivery of ARAP/ACRS resettlement. However, this team is currently under review to have a more linear approach to asylum, refugee, resettlement, cohesion, and resilience issues. All proposed team members are already in post, but it is proposed that they will all have the same role of Community Development and Cohesion Officer.
37. The current review also includes a proposal to recruit a Locality Team Leader. However, this will be subject to vacancy control panel approval.
38. The funding instructions are expected to remain in place for five years.

ESOL

39. In the first year of resettlement the Council can claim £850 per adult for ESOL in addition to the per person tariff. Possible activities that be funded with this includes funding for fees to access mainstream learning, language training which supports access to employment or higher education, commissioning classes that address pressures to accessing ESOL.
40. This allows the Council to make best use of the funding and fund ESOL provision for the wider population. This ensures the benefits reaches others who are less funded and provides a mixed class of languages which is seen as the quickest way to encourage progress as learners are encouraged to be immersed in the English language.

41. There is sufficient capacity within Middlesbrough Community Learning to provide formal learning to adults under the UKRS. There is expected to be a range of abilities, however it is likely most will need pre-entry level ESOL before being able to progress further.
42. Middlesbrough Council is currently working together with the North East Migration Partnership and Teesside University to support the training of CELTA tutors, who will be able to work on delivering additional ESOL and English classes.
43. A number of VCS organisations in Middlesbrough also provide ESOL learning, which could be further supported through the ESOL tariff. Creative methods of delivery have been developed for other resettlement schemes, including Homes for Ukraine, and this could be developed further.
44. The Home Office outline that they expect adult refugees under UKRS to have started ESOL classes within one month of arrival. They also outline that they expect all adult refugees to be attending at least eight hours of ESOL a week, this can be a combination of formal and informal learning.
45. Informal learning would be created for the families and funded from the tariff. Informal settings would include conversation clubs, sessions that incorporate ESOL with preventing social isolation such as cooking or sewing sessions to encourage adults to develop their English skills and integrate with their local community as these would be open to all residents.

Health

46. There is funding available to Clinical Commissioning Groups in the first year, part of which they can pass on to the GP to fund interpreters at an initial appointment for example, and part they are able to retain for secondary medical care.
47. Early engagement with the ICB (Integrated Care Board) and Public Health would be needed to agree a practical and beneficial use of the tariff. The funds could be used to support the wellbeing of the wider refugee population in the town through a mental health and wellbeing scheme, similar schemes have been created by LAs in the North East.
48. There is a need for most, if not all, refugees under this scheme to have some dental treatment once they have settled into their homes in the UK. Refugees, if they have not found employment, will be entitled to dental treatment under the NHS. There is a national shortage of dentists that have space for adult patients entitled to treatment under the NHS. However to ensure there are spaces secured there is a regional working protocol which allows the regional NHS dental lead to source available places.

Education

49. Middlesbrough Council delivers educational support to new and emerging communities through the Ethnic Minority Achievement Team (EMAT). EMAT has used educational elements of tariffs associated with other resettlement schemes in creative ways to provide language and teaching assistant support to relevant schools and families.
50. By ensuring Admissions and EMAT are part of the governance structure of the program, it can be ensured that the children in the family are considered prior to acceptance to

ensure appropriate school places are available. Consideration will also be given to availability of school places. Efforts will be made to avoid resettlement in TS1 areas and/or consideration can be given to support current efforts to develop a school bus system.

Social Care

51. Middlesbrough has taken part in Afghan resettlement since July 2021. 13 families have already been resettled in Middlesbrough. None of those families have had children's social care support in the past six months.
52. Out of the families that have arrived, only one has required adult social care support in the past six months.

Housing

53. As part of the statement of outcomes, the Council would have to secure properties in advance of the families arriving. As part of ARAP/ARCS, the team have been able to build excellent working relationships with private landlords, including those signed up to the Selective Landlord Licensing Scheme.
54. An empty property strategy is currently being developed by Financial Governance and Revenues, which will include members of staff looking specifically at long term empty properties and identifying appropriate solutions for these. Consideration could be given to these properties, thereby reducing the number of empty properties, increasing Council Tax revenue, and improving local wards.
55. Some of the tariff can be used to fund refurbishment of properties for families in wards where there have been long term empty properties. As of October 2022, the top 5 wards with the highest numbers of (6 months+) empty properties include Newport, Centre, Brambles & Thorntree, North Ormesby, and Park. As a percentage of total properties, the top 5 wards are North Ormesby, Brambles & Thorntree, Newport, Central, and Park. And the top 5 wards for outstanding council tax are Newport, North Ormesby, Central, Park, and Brambles & Thorntree. Efforts could be made to address the empty properties in those wards in particular, while being mindful of the pressures associated with community cohesion and resilience. Increasing diversity in other wards of Middlesbrough could, if properly managed, bring forward various positive benefits, including economic diversity and regeneration.

Risks

56. There are some potential risks associated with participating in UKRS. However, many of these risks have been appropriately addressed by Middlesbrough as part of ARAP/ACRS, or by other LAs, which allows for learning and sharing of best practice.
57. Key risks that have been identified include:
 - a. Accommodation not being available or ready for a family's arrival. However, we would not accept a family to come to Middlesbrough unless we had secured a suitable property in advance.

- b. Social care costs emerge after Year 1, so are not eligible for exceptional cases or adaptations to funding. The Home Office expects issues like these to be picked up by mainstream funding.
- c. SEND costs beyond Year 1.
- d. Two-tier system. However, the funding from ARAP/ACRS/UKRS can be utilised to develop services that benefit both populations, something several Home Office directors have indicated as well.
- e. Community cohesion – consultation with key community reps and briefing of frontline staff is required. However, the resettlement team will sit under the Strategic Cohesion and Migration Manager, and staff who focus specifically on cohesion and resilience are in place, as well as this report recommending that this team is expanded.
- f. Difficulties in integration – the aim of ARAP/ACRS/UKRS is to make refugees self-sufficient, integrated, and resilient. Some resistance towards this from ARAP/ACRS families has been identified. However, mechanisms are in place and being further developed to mitigate this. This includes the development of a Resettlement Welcome Pack together with newly arrived communities, a copy of which is attached at Appendix 2.

Complex Cases

58. There is an exceptional cases fund, which can be used to fund social care needs, special educational needs, medical needs, property adaptations (up to £30,000), and are considered on a case by case basis. Some examples of how this has been used include:
- a. Electric wheelchairs
 - b. Specialist beds and chairs
 - c. Equipment to support children into mainstream school
 - d. Specialist education provision for deaf/mute children
 - e. Respite care
 - f. Full time carers for disabled refugees

Funding and Total Income

59. The total grant income could potentially be £2,757,950.
60. The funding package for UKRS available under the new scheme will mirror that currently paid under VPRS and VCRS; a local authority will receive a five-year tariff of £20,520 for each refugee with an additional education tariff, in year one only, for children aged 3-18 years. Additional funding will continue to be made available, on a case by case basis, for exceptional costs incurred by local authorities, including, but not limited to; property adaptations, void costs for larger (4 bed) properties, special educational needs, and adult social care. The first year of resettlement has been confirmed with the 5 years of funding, however future years of resettlement are dependent on the outcome of the Comprehensive Spending Review (CSR). Middlesbrough Council are clear that any future years of resettlement will only go ahead if the funding remains at the same consistent level, i.e. five years of funding including for arrivals in future years. Full funding instruction is available under point 74.
61. The funding provided is outcome led, and unringfenced in years 2-5 of support, allowing LAs to determine how best to utilise the funding, so long as they show commitment in supporting refugees and achieving delivery of the scheme's outcomes. LAs often use the funding to provide a team to get properties ready for refugee's arrival (furniture and initial

supplies), support the families with social, welfare and integration outcomes such as education support, ESOL, and employability.

62. Under the funding packed for ARAP/ACRS available under the new scheme, the tariff is the same, but support is delivered over three years rather than 5. Full funding instruction is available under point 73.

63. In addition to the LA tariff there is funding for adult ESOL, children's education, and healthcare funding for CCGs (Clinical Commissioning Groups) to claim. Adult ESOL and Employability funding could be used to fund informal and formal ESOL, or it could be used more creatively such as an employability mentoring service, family learning, or courses to improve English skills and employability. Children's education funding can be given directly to schools for them to spend as they deem suitable, or LAs could use some of this funding to develop children's services such as EAL support.

What decision(s) are being recommended?

That the Executive:

- Agrees for Middlesbrough Council to sign up to UKRS
- Agrees for the pledge of supporting 15 families to be changed to 5 per year. These families will be a mixture of ARAP/ACRS and UKRS, with an expectation of 2 families through ARAP/ACRS and 3 families through UKRS per year. This level of resettlement has proven to be manageable through the work already done on ARAP/ACRS since 2021.
- Agrees to extend the contracts of the current team to cover the period of this grant. Funding will cover any redundancy costs if the grant funding ends.
- Agrees to the recruitment of a team leader ensure consistency and specialist support to the team.
- Agrees to the recruitment of a Project Support Officer.

Rationale for the recommended decision(s)

64. Agreeing to the proposal would have numerous potential benefits, including:

- a. Increasing funding available within the local authority.
- b. Building on the expertise of a highly experienced team of professionals already employed by the Council, thereby retaining their skills and knowledge.
- c. Increasing the team, thereby providing employment opportunities.
- d. Diversifying Middlesbrough as a whole by looking at resettling families in more traditionally White-British wards.
- e. Improving overall community cohesion and resilience.
- f. Decreasing the number of empty properties in Middlesbrough.

Other potential decision(s) and why these have not been recommended

65. Agreeing to resettle a smaller number of ARAP and UKRS families. This is not recommended as the funding associated with larger families will allow for greater diversification, community cohesion, and resilience.

66. Not to agree to take part in UKRS.

Impact(s) of the recommended decision(s)

Legal

67. There are no legal implications.

Strategic priorities and risks

Strategic Priorities

68. Children and young people – We will show Middlesbrough’s children that they matter by ensuring they have a place of safety in this town. In addition, we will ensure Middlesbrough is a safe and welcoming town for all children and young people.

69. Vulnerability – Those who arrived under resettlement schemes are particularly vulnerable. Pledging towards resettlement schemes ensures vulnerable people are safeguarded and supported.

70. Physical environment – By pledging towards resettling an increased number of families, we will work towards reducing the number of empty properties, thereby improving the physical environment. In addition to this, community integration work includes such things as Amazing Alleys and taking part in community activities such as litter picks, all of which further improves the local environment.

Risks

71. Content – no specific action required.

Human Rights, Equality and Data Protection

72. No impact on protected characteristics.

73. A Level 1 Initial Screening Assessment is attached as Appendix 3.

74. A Level 2 Equality Impact Assessment is attached as Appendix 4.

Financial

75. The funding instructions for ARAP/ACRS have been released on the gov.uk website - [Afghan relocation and assistance: funding instruction - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/publications/afghan-relocation-and-assistance-funding-instruction/funding-instruction-2022-to-2023)

76. The funding instructions for UKRS for 2022-2023 have been released on the gov.uk website - [UK resettlement programmes: funding instruction 2022 to 2023 - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/publications/afghan-relocation-and-assistance-funding-instruction/funding-instruction-2022-to-2023)

77. The instructions for ARAP/ACRS healthcare funding is available on the gov.uk website - <https://www.gov.uk/government/publications/afghan-relocation-and-assistance-funding-instruction/funding-healthcare-in-england-in-support-of-the-afghan-citizens-resettlement-scheme-and-afghan-relocation-and-assistance-policy-and-eligible-british->

78. The instructions for UKRS healthcare funding is available on the gov.uk website - [Healthcare funding instruction 22-23 \(publishing.service.gov.uk\)](https://publishing.service.gov.uk)
79. The government has announced that funding for local authorities engaging with the UKRS will be provided, on a tapering basis, for the five years refugees are accommodated and supported under this scheme. This will allow the Council to deliver UKRS and consider how it can also minimise the impact of other migration pressures.
80. The UKRS provides funding to LAs of £20,520 per person resettled to provide the outcome detailed at paragraph 26 to 30. This does not include the additional funding for ESOL, Education, and Health. Based on an average family of four with two school aged children this will provide £82,080 in year one and a total of approx. £410,400 per family over the five year period of funded resettlement.
81. ARAP/ACRS provides funding to LAs of £20,520 per person resettled. This does not include the additional funding for ESOL, Education, and Health. Based on an average family of six, with four school aged children, this will provide £123,120 in year one and a total of approx. £369,360 per family over the three year period of funded resettlement.
- 82.** A full costing structure is attached in Appendix 1, showing potential grant funding totalling £2,757,950 by 2032, if no further families are received from 2028 onwards.

Actions to be taken to implement the recommended decision(s)

Action	Responsible Officer	Deadline
Pledge to resettle 5 families per year	Jolande Mace	November 2023
Extend contracts of existing team by three years	Jolande Mace	March 2026
Submit Locality Team Leader JD/PS to vacancy control	Marion Walker	December 2023
Recruit team leader	Jolande Mace	January 2024

Appendices

1	Costing
2	Draft Resettlement Welcome Pack
3	L1 Initial Screening Assessment
4	L2 Impact Assessment

Background papers

Body	Report title	Date

Contact: Jolande Mace

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Funding Picture

Table 1 – Income per Person year 1 ARAP/ACRS

Unit Income

Year 1 Income	Adult	Children 5-18	Children 3-4	Children Under 3
Local Authority	£10,500	£10,500	£10,500	£10,500
Education		£4,500	£2,250	
ESOL and Employability	£850			
Primary Medical	£600	£600	£600	£600
Secondary Medical	£2000	£2000	£2000	£2000
Total	£13,950	£17,600	£15,350	£13,100

This is paid directly to CCGs

Table 2 – Income per Person year 1 UKRS

Unit Income

Year 1 Income	Adult	Children 5-18	Children 3-4	Children Under 3
Local Authority	£8,520	£8,520	£8,520	£8,520
Education		£4500	£2250	
ESOL and Employability	£850			
Primary Medical	£600	£600	£600	£600
Secondary Medical	£2000	£2000	£2000	£2000
Total	£11,970	£15,620	£13,370	£11,120

This is paid directly to CCGs

Table 3 – Income Per Person Years 2-3 ARAP/ACRS

Years 2-5 Income per Person	Year 2	Year 3
Local Authority	£6,000	£4,020

Table 4 – Income per Person Years 2-5 UKRS

Years 2-5 Income per Person	Year 2	Year 3	Year 4	Year 5
Local Authority	£5,000	£3,700	£2,300	£1,000

Tables 5a and 5b – LA income

Middlesbrough has already pledged to take in 15 families under ARAP/ACRS. Under the proposal, Middlesbrough would pledge instead five families per year, with a mix of UKRS/ARAP/ACRS. It is proposed to continue this for five years initially, with a review of the decision only necessary if there are changes to the funding arrangements or if pressures on services change.

While an estimate, it is expected that this will be a close to even split between UKRS (3 families) and ARAP/ACRS (2 families). Calculations in this costing report have been based on that assumption.

In terms of family size, the following estimates have been used based on past experience of the programs.

- ARAP/ARCS – Family of 6 – mother, father, three children over 5, two children between 3 and 5, and one child under 3 – table 5a;

- UKRS – Family of 4 with two school aged children, one of whom is over 5 and one under 5 – table 5b;

It would generate a total income of

Table 5a – ARAP/ARCS

Nr of Families	2023/24	2024/25	2025/26	2026/27	2027/28	2028/29	2029/30	2030/31	2031/32	TOTAL
2	£165,400	£72,000	£48,240							£285,640
2		£165,400	£72,000	£48,240						£285,640
2			£165,400	£72,000	£48,240					£285,640
2				£165,400	£72,000	£48,240				£285,640
2					£165,400	£72,000	£48,240			£285,640
TOTAL	£165,400	£237,400	£285,640	£285,640	£285,640	£120,240	£48,240	£0	£0	£1,428,200

The total above does not include the money for primary and secondary care, which is paid directly to the CCG. Of the £1,428,200, £180,000 is for education, which will be transferred to the EMAT. £17,000 will be to support ESOL and employment development. The remaining £1,231,200 can be utilized to deliver on the program outcomes.

Table 5b - UKRS

Nr of Families	2023/24	2024/25	2025/26	2026/27	2027/28	2028/29	2029/30	2030/31	2031/32	TOTAL
3	£124,350	£60,000	£44,400	£27,600	£12,000					£268,350
3		£124,350	£60,000	£44,400	£27,600	£12,000				£268,350
3			£124,350	£60,000	£44,400	£27,600	£12,000			£268,350
3				£124,350	£60,000	£44,400	£27,600	£12,000		£268,350
3					£124,350	£60,000	£44,400	£27,600	£12,000	£256,350
TOTAL	£124,350	£184,350	£228,750	£256,350	£268,350	£144,000	£84,000	£39,600	£12,000	£1,329,750

The total above does not include the money for primary and secondary care, which is paid directly to the CCG. Of the £1,329,750, £81,000 is for education, which will be transferred to the EMAT. £12,750 will be to support ESOL and employment development. The remaining £1,236,000 can be utilized to deliver on the program outcomes.

Table 6 – Staffing

Three Community Development and Integration Officers are currently in post. It was agreed that they could manage a case load of five families each. However, families generally do not require intensive support for lengthy periods of time. Hence, the proposal is to increase the team to 5 Community Development and Integration Officers in the first instance, with an option to further increase this to 6 at a later stage.

The proposal also includes recruiting a team leader, who can line manage the Community Development and Integration Officers as well as provide operational support, and support the Strategic Cohesion and Migration Manager in other elements of the service, including Homes for Ukraine, wider cohesion, and locality working.

To provide administrative support, it is recommended to recruit a project support officer rather than an apprentice, as apprenticeships lasts 18 months, which is shorter than the projected length of this project.

As the impact assessment identified that, if not properly managed, the project could have an impact on community cohesion, the proposal also includes the extension of the current community development and cohesion officer and the recruitment of a second community development and cohesion officer.

The below table is an approximation of salary costs, does not take into consideration any pay award increases, and is pending Job Evaluation.

Job Title	Number of Officers	Grade	Annual salary	Total over the project to 2028 (5 years)
Community Development and Integration Officer	4	H	£34,293	£685,860
Community Development and Cohesion Officer	2	H	£34,293	£342,930
Team Leader	1	J	£41,120	£205,600
Project Support Officer	1	F	£28,884	£144,420
			Total	£1,378,810

Table 7 – Expenditures

From the experience gained through the current ARAP/ARCS resettlement, we know that setup and support costs for a family are approximately £3,500. This would equate to £17,500 per year, or £87,500 over the course of the program

Table 8 – Totals

Taking all of the above income and expenditure into consideration, the financial picture looks like the below

Description	IN	OUT
ARAP/ACRS Income	£1,428,200	
UKRS Income	£1,329,750	
ARAP/ACRS Education		£108,000
UKRS Education		£81,000
ARAP/ACRS ESOL		£17,000
UKRS ESOL		£12,750
Staffing		£1,378,810
Setup costs		£87,500
	TOTAL	£1,072,890

Please note that the current ARAP/ACRS balance is positive, which will also contribute to the total, increasing it further and also demonstrating the financial viability of the program itself.

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Middlesbrough

moving forward



Resettlement Support Package



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WELCOME

"Welcome to Middlesbrough, a city with a rich and dynamic history and culture, built on migration. Middlesbrough is home to friendly people and offers a lot of opportunities in terms of employment, education, and leisure. This makes it a great place to live and work, and to raise a family.

The information you will find on these pages will tell you about the services and support we offer to our asylum seeker and refugee community. We also invite you to explore the rest of our website to learn more about the council's services and departments and find out how our town's government operates.

Finally, we hope that the following pages will also be an opportunity for you to become involved in our town. We have a variety of volunteer opportunities available, and we always encourage community participation in any issues that matter to all of us."

- *Andy Preston, Mayor of Middlesbrough*

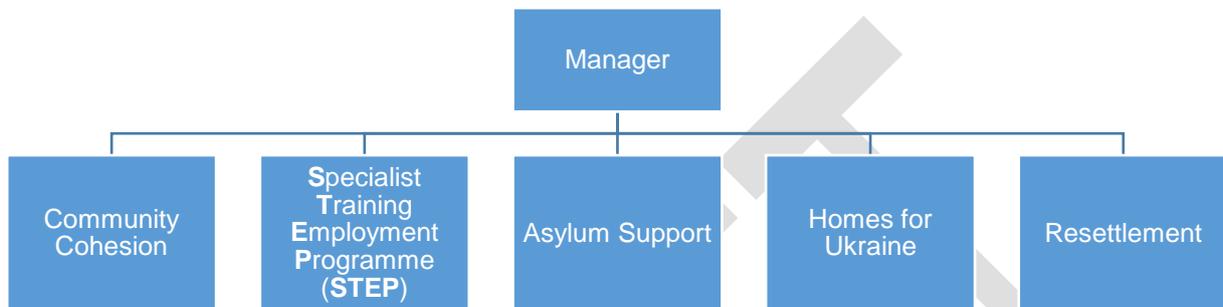
Middlesbrough has a reputation for being friendly, warm, and welcoming, and for offering everybody a real sense of community. We have lots of activities all year long that celebrate our cultural diversity, and we really try to get the people of our town involved in telling us what they like and don't like. We hope that the following information will make you feel welcomed and home.

You can contact Stronger Communities Middlesbrough by e-mailing scm@middlesbrough.gov.uk if you have any questions.

THE ROLE OF STRONGER COMMUNITIES MIDDLESBROUGH (SCM)

SCM is a team that looks after new and emerging communities and their relationship with the settled community. Our aim is to ensure communities become cohesive and resilient, so that Middlesbrough becomes a place that people are proud to live, work, or study in.

To achieve this, SCM looks after a number of key elements within the community:



Community Cohesion

Community Cohesion is the golden thread that keeps the team together. Everything we do as residents has an impact on cohesion and resilience.

Asylum Support

We support people in Middlesbrough who are seeking asylum, and work closely with the Home Office accommodation provider, Mears.

We support people seeking asylum to report anti-social behaviour and hate crime.

We also work closely with asylum-seeking mothers and babies. We support them with regular coffee mornings, registering with a library, taking part in activities led by voluntary organisations, and more.

Specialist Training and Employment Programme (STEP)

The STEP, part of NE Rise, offers refugees support to find employment. This is done in partnership with Open Door North East and The Other Perspective. This is a grant funded, time limited program, although we always look at continuation in future.

Homes for Ukraine

Due to the recent outbreak of the war in Ukraine, SCM has had to develop response mechanisms to the situation. Since the war in Ukraine started in February 2022, the people of Middlesbrough have opened their hearts and homes to those fleeing the country. The team works with those arriving from Ukraine to help them settle into Middlesbrough.

Resettlement

Middlesbrough prides itself on being a very welcoming town and is always quick to respond to emerging humanitarian crises. This booklet is about the work we do in resettlement and what you can expect from us if you came here through a resettlement route.

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STRONGER COMMUNITIES MIDDLESBROUGH (SCM) CHARTER

What You Can Expect from Us:

- You, our customer, will always be our focus.
- We will endeavour to not have you repeat the same information several times.
- We will keep everything as simple as possible.
- We will get it right the first time.
- We will treat you fairly and with honesty.
- We will live by Middlesbrough Council's values – To be focused, to collaborate, to be creative, to have integrity, and to be passionate about what we do.

What We Can Expect from You:

- To treat our team fairly and with honesty.
- To provide us with all the information we need in order to help you – make sure you tell us if there are any changes in circumstances, such as, child's birth, child turning 16 years old, work, etc.
- To help us improve by offering suggestions and feedback - [Feedback and complaints about a Council service | Middlesbrough Council](#)

RESETTLEMENT



How SCM SUPPORTS YOU

The motto of our team is “to do as much as necessary but as little as possible”. Our goal is for you to become fully independent in Middlesbrough.

We understand that there is a period of adjustment while you get to know your new surroundings and what it means to live, work, and study in the United Kingdom. Hence, we will support you as much as is necessary. This includes doing such things as:

- Completing a change of circumstances on your Universal Credit account
- Accompanying you to register with a GP
- Informing our **Ethnic Minority Achievement Team (EMAT)** of your arrival so school places can be found for your children

We will talk to you about your wishes, hopes, and dreams for your family and we will show you, as much as possible, what you can do and where you can go in order to make that come true. We will also add you to a WhatsApp group where information is shared on activities and opportunities in Middlesbrough. If you require support in applying or registering for these things, we will help you with that.

If there is anything we can help with, we will. Sometimes, however, there are things we cannot change which can, understandably, cause stress. However, we will never accept any threatening and / or abusive behaviour. We will always try our very best to be of assistance, but we cannot change things such as laws, policies, or waiting lists.

A key element of our support to you is the Personal Integration Plan (PIP) and the Family Integration Plan (FIP). This will enable you to tell us more about your own aspirations and it will enable us to support you better. This plan is completely private to you and will not be shared with anyone without your explicit consent. When you come to the end of your support under your resettlement programme, we will work with your family to develop the FIP. This will ensure that you have time to access any support you may still need as a family unit.

YOUR RIGHTS AND RESPONSIBILITIES AS A TENANT

By law, your landlord must:

- Insure the property
- Pay for and arrange necessary repairs to the structure/exterior of the property, sanitary installations, electrical system, gas installation, heating and hot water
- Protect your deposit in a government scheme and return it in full at the end of your tenancy or explain in writing why money has been deducted
- Follow correct legal procedures for evictions including obtaining an order from the court
- Ensure safety checks are conducted annually by a qualified gas engineer (Corgi registered) who will inspect all gas appliances, flues and fittings to ensure they are safe and carry out necessary maintenance; tenants must be provided with a CP12 certificate indicating the gas installation and appliances are safe
- If the property is furnished, to ensure all soft furnishings in the property are compliant with the Furniture and Furnishings (Fire) Safety Regulations 1988; such furnishing and furniture will normally have fire safety labels
- Ensure that the electrical installations and appliances are safe at the start of the tenancy and are in proper working order throughout the tenancy
- Supply the operating instructions of electrical appliances including safety notices at the start of the tenancy
- Make 'reasonable adjustments' in the property for disabled tenants
- Install smoke detectors that are wired into the mains electricity supply (if the property was built later than June 1992)

As a tenant, you are obliged to:

- Pay your rent
- Take care of the premises
- Repair any damage caused by you or anybody lawfully visiting or living there
- Adhere to the terms of your tenancy agreement
- Keep the inside of the property in reasonable proper order
- Allow your landlord access to the property – you should still be given at least 24 hours' notice of any viewing
- Report repairs to your landlord
- Be responsible for certain minor repairing works, like unblocking sinks and changing lightbulbs and fuses

- Make sure that you look after and clean any appliances the landlord provides, such as, cookers, ovens, microwaves or fridges

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STRONGER COMMUNITIES MIDDLESBROUGH AND YOUR HOUSE

Stronger Communities Middlesbrough IS NOT your landlord. We identified a property for you, which you have accepted, and have furnished it appropriately. All furniture is compliant with the Furniture and Furnishings (Fire) Safety Regulations 1988 and all white goods (fridge/freezer and washing machine) are either new or used and in safe and proper working order when you arrive.

We understand that everybody has certain basic needs when it comes to their home, namely that it should provide them with safety, stability, and community. This is particularly true for those people who have had to leave their own homes behind. As such, we have developed a number of accommodation principles by listening to our service users and to external organisations that have experience in this field.

Our principles are that:

1. Your home will have been checked for safety by our Environmental Health team. This means it is free from hazards and that it is fit for habitation.
2. Your home will have cooking, bathing, and heating facilities. This means you will have a cooker, a fridge, a microwave, pots and pans, plates, glasses, cups, utensils, and a food package when you arrive.
3. Your home will be suitable for the size of your family. In the UK, this means you will have one bedroom for every adult (over 16) or couple, and one bedroom for your children. Bedroom sharing is expected for two children of mixed gender but who are under the age of 10, or two children of the same gender but who are under the age of 16.
4. You will be provided with information on steps to take if you feel unsafe. This includes contacting your landlord, contacting the Neighbourhood Safety Officers, or contacting the Police on 101 or 999.
5. Your home will have appropriate furniture for a family of your size to eat, sleep, and sit.

Unless otherwise stated, the items in the property belong to you. This means that you are responsible for them as well. If something breaks accidentally, it is your responsibility to replace it. If something breaks through no fault of your own, it may still be under warranty. Please, contact us if you believe this has happened.

If there are items you would like to have that are not in your property, you can buy them. If you do not like any of the items in your property, you can replace them. However, you are responsible for this, including the cost, yourself.

If there are any issues with your property itself, such as damp, mice/rats, windows or doors not closing properly, your heating or hot water not working, or anything else, you must contact your landlord to resolve this problem.

You are responsible for paying your rent, energy bills, and Council Tax. We will support you to complete a change of circumstances on your Universal Credit and to request a Council Tax Reduction if you are entitled to one. We will also encourage your landlord to request rent payments are made directly to them from your Universal Credit award.

Make sure that you keep the property and the appliances in a good condition. This will benefit you when you decide to move into another property and the landlord of that property asks for reference from your previous landlord. If you treated the property well and paid your rent on time, your previous landlord would give a good reference for you which in turn would help you in getting another property.

If there are any issues in your property or your environment, we take those very seriously and will do all we can to find a resolution. However, it is important that you are proactive and contact the right people in the right way if a problem does occur. This will also minimise the length of time it takes to find a resolution. Please, read the section "Who to Contact" for further information.

BEING A GOOD NEIGHBOUR

In the UK we try to keep noise to a minimum late at night (10 p.m.) and early in the morning (6 a.m.). You should inform neighbours when having parties or large numbers of guests over.

While playing, if a child accidentally throws or kicks a ball into your property, you should either hand it back or allow it to be collected.

It is sensible to keep your doors and windows locked when not in use and store items, such as, bikes and electronic equipment in a secure place.

Ensure that you keep the footpath in front of your property and alley gates clear of obstacles.

When parking your car, understand that you do not necessarily have the right to park outside your home. Anyone can park on a public road if they adhere to any restrictions imposed by way of signs and markings and it is not causing an obstruction. You may also need a resident's parking permit to park in your street. We will help you to apply for this. Please note that if you have a resident's parking permit, it will apply to your entire street and not necessarily the space right outside of your property.

Recycle your waste as much as possible and make sure you use the right bins.

See Q12 on the FAQs page if you have any bulky household items that you no longer want and need advice on how to dispose of them appropriately.



WHO TO CONTACT?



1. **Ethnic Minority Achievement Team** (Visit the EMAT page on MBC's website: [Ethnic Minority Achievement Team \(EMAT\) | Middlesbrough Council](#))

2. SCM can share job opportunities via WhatsApp chat group, and, if needed, guide in filling the application form.



1. If you need to know about the areas you can visit with family or any shopping places, etc., SCM can guide you. Visit the following link for more information: [Living in Middlesbrough | Middlesbrough Council](#)

USEFUL CONTACTS

Name	Contact details
Stronger Communities Middlesbrough	scm@middlesbrough.gov.uk
Non-emergency police	101
Emergency police / ambulance / fire	999
Non-emergency health	111
Neighbourhood Safety Team	01642 228500

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FREQUENTLY ASKED QUESTIONS (FAQS)

Q1. Can Middlesbrough Council (MBC) give me a loan to buy a car?

No.

Q2. Can MBC fund me a TV / Internet / landline?

No.

Q3. Can MBC help me in finding a property?

Yes, we can assist you in finding a property by registering you with Tees Valley Home Finder. Also, we can show you how to use other websites to search for a house suitable to your family size. We will also explain to you how these portals work.

Q4. Can I move into another property?

Yes, you can once your tenancy agreement ends. Usually, the tenants have to give a month's notice to their landlords before moving out of the property. Kindly read your tenancy agreement to check the terms and conditions from your landlord, please.

Q5. Who do I contact if I am not sure about something?

Contact your support worker from MBC for guidance / support.

Q6. Who do I contact if I am not happy about the services I am getting from MBC?

You can e-mail complaints@middlesbrough.gov.uk, or write to: Complaints Team, Ground Floor, Civic Centre, Middlesbrough TS1 2RH. You can phone the Complaints Team for advice and assistance on 01642 729814.

Click here for more information: <https://www.middlesbrough.gov.uk/open-data-foi-and-have-your-say/have-your-say/feedback-and-complaints-about-council-service>

Q7. I want to move to another town / city. Will I get the support from MBC after moving out of Middlesbrough?

No. As soon as you move out of Middlesbrough, all the support from MBC will stop. You will have to register yourself to the local authority of the town / city you move in to start receiving the support it offers to refugees. Not all towns and cities have specialised support services, however.

Q8. I need legal advice regarding my family stuck in Afghanistan to come to the UK.

You may check this website: [Launch of the Afghan Pro Bono Initiative — Safe Passage](#) and refer your case to cases@afghanprobono.org.uk

The British Red Cross may also be able to assist you. They can be contacted on 01642 607230.

Finally, there are immigration solicitors in Middlesbrough you can contact. They are:

1.

Name: Miles Hutchinson & Lithgow
Address: 68 Borough Road
Middlesbrough
TS1 2JH
Telephone: 01642 242698

2.

Name: Immigration Advice Centre Ltd
Address: 65 Albert Road
Middlesbrough
TS1 1NG
Telephone: 01642 219222

3.

Name: Iris Law Firm
Address: 3rd Floor, The TAD Centre
Ormesby Road
Middlesbrough
TS3 7SF
Telephone: 01642 256480 / 01914770055

4.

Name: Collingwood Immigration Services
Address: Broadcasting House
Newport Road
Middlesbrough
TS1 5JA
Telephone: 0191 229 9538 / 0191 676 7002

5.

Name: Edwards Immigration Services Ltd
Address: Ground Floor
12/14 Albert Road
Middlesbrough
TS1 1QA
Telephone: 01642 230337 / 07515262270

6.

Name: Halliday Reeves Law Firm
Address: Boho Zero
21 Gosford Street
Middlesbrough
TS2 1BB
Telephone: 0330 133 7777 / 07375556974

Q9. Does my support compare to what veterans (ex-members of the armed forces) are receiving?

Veterans in the UK, receive the same number of benefits as you. The British government is thankful for your service to them in Afghanistan due to which they have brought you to the UK. Also, most of you receive settlement (Indefinite Leave to Remain - ILR) for which people generally have to wait for 5 years, depending on the visa category. Visit the following website for information about the benefits that veterans receive: [Benefits and concessions for the Armed Forces, veterans and their families - Citizens Advice](#)

Q10. For how long will I receive the support I am getting from the MBC?

Up to 3 years if you have arrived under an Afghan resettlement scheme. Different schemes have different time limits attached to them, which will be applicable to you.

Q11. The mattress in my bedroom is not suitable for me. Can I get another mattress, instead?

If there is a medical reason why the mattress needs to be changed, get a letter from a GP / health professional and we will be able to buy a new mattress for you.

Q12. I have some white goods (refrigerators, washing machine, etc.) and / or a piece of furniture to be collected. Who should I contact?

You can either contact MBC to collect the items or donate them to a charity. For more information: [Bulky item collection | Middlesbrough Council](#)

Q13. I find it hard, sometimes, to understand the accent the person is speaking English with. If a landlord, a plumber or an electrician visits the property outside your working hours and tries to explain something to me, what should I do?

You can ask them to write a note for you or record what they are saying on your phone. Alternatively, you can make the video of what they are saying. You can either send any of them over to us or we can visit you to explain what they said.

Q14. Can I get a laptop / bicycle / sewing machine?

This depends on charities / organisations who provide them; they mostly offer them on conditions. The Council has nothing to do with that except to refer you to them.

Q15. Who should I report my lost or stolen documents / items to?

If anything is stolen from you, you must report the incident to the police. If you lost any item or document, you need to inform the relevant authority, such as, DVLA, in case of losing driving licence, Home Office, in case of losing BRP, etc.

Q16. Do you cover the cost of school uniform for children?

Yes, we cover the cost of the school uniform for both primary and secondary schools but once only. Following are the items we cover per child after getting the requirements from school:

- School Shirts x 2
- School Trousers or Skirts x 2
- School Shoes x1
- School Bag x 1
- Trainers or Sports Shoes x 1
- A pack of socks x 1
- P.E. Shirts x 2
- P.E. Shorts x 2
- Plain Jumper or Cardigan x 1
- Jumper or Cardigan with a logo x 1

You will need to provide us with the following information:

- The school your child attends.
- Their clothing size.
- Their shoe size. Be aware that shoe sizes do not relate to the age of the child, so you may need to take your child to a shoe shop to have their feet measured. This service is free of charge.

When your child moves from primary to secondary school within the period of your resettlement scheme in Middlesbrough, we can cover the cost of their new uniform once, too.

Q17. How to determine how many bedrooms I need for my family?

Shelter is a registered charity that campaigns for tenant rights in Great Britain which explains this here: [Check if your home is overcrowded by law - Shelter England](#)

In the UK, you are entitle to one bedroom for every adult (over 16) or couple, and one bedroom for your children. Bedroom sharing is expected for two children of mixed gender but who are under the age of 10, or two children of the same gender but who are under the age of 16.

Q18. What are the things we can do as a family in Middlesbrough?

There are plenty of places you can visit with family. The following website gives a good overview of that: [20 Best Things To Do In Middlesbrough Near Me | Attractions in North Yorkshire | Day Out With The Kids.](#)

If there are particular areas that you would like to visit, please let us know. We work closely together with organisations that have access to some areas of historical or natural significance and can, where relevant, arrange for visits.

Q19. How to find out what events are happening in the town or nearby?

If you use Facebook, you can follow the pages or join the groups to stay updated with the events happening across Teesside, as follows:

[Middlesbrough Council | Middlesbrough | Facebook](#)

[North East of England Asian Network | Facebook](#)

[Teesside Asian Community | Facebook](#)

[Muslim Business Network UK | Facebook](#)

[New Crescent Society | Facebook](#)

[Middlesbrough Institute of Modern Art | Middlesbrough | Facebook](#)

[Middlesbrough Libraries | Facebook](#)

[BME Network | Facebook](#)

[CVFM Radio | Middlesbrough | Facebook](#)

[The Community Hub at Newport | Middlesbrough | Facebook](#)

[Tees Issues by Andy Preston | Facebook](#)

[Events in the North East of England \(E.I.T.N.E.O.E\) | Facebook](#)

[The Hope Foundation | Middlesbrough | Facebook](#)

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Template for Impact Assessment Level 1: Initial screening assessment

Subject of assessment:	ARAP/ACRS/UKRS Resettlement			
Coverage:	Cross-cutting			
This is a decision relating to:	<input type="checkbox"/> Strategy	<input type="checkbox"/> Policy	<input type="checkbox"/> Service	<input type="checkbox"/> Function
	<input type="checkbox"/> Process/procedure	<input checked="" type="checkbox"/> Programme	<input type="checkbox"/> Project	<input type="checkbox"/> Review
	<input type="checkbox"/> Organisational change	<input type="checkbox"/> Other (please state)		
It is a:	New approach:	<input type="checkbox"/>	Revision of an existing approach:	<input checked="" type="checkbox"/>
It is driven by:	Legislation:	<input type="checkbox"/>	Local or corporate requirements:	<input type="checkbox"/>
Description:	<p>Key Aims, Objectives and Activities</p> <p>To change the current pledge of resettling 15 ARAP/ACRS families (arrivals currently stands at 14) to include UKRS resettlement and agreeing to resettle up to 5 families every year, across the three programmes. As per the date of this writing (23.03.2023), we have resettled 11 families towards our pledge of 15. We will continue to work towards achieving our pledge until such time as the report is passed through Executive, after which numbers will increase by no more than 5 families per financial year.</p> <p>Activities are set out in the funding instructions for the programmes (https://www.gov.uk/government/publications/afghan-relocation-and-assistance-funding-instruction and https://www.gov.uk/government/publications/uk-resettlement-programmes-funding-instruction-2022-to-2023) but include such things as identifying suitable accommodation pre-arrival depending on family needs and providing ongoing support around integration, health, education, and employment. The proposed programme will provide immediate assistance to families who arrive in the UK under the different policies and will receive between three and five years of support for their integration.</p> <p>Activities will be aligned to the objectives as set out above, and include working on “Personal Integration Plans”, welcome orientation, getting to know the local area, upskilling, and more. Partnership working with other statutory, non-statutory, and voluntary agencies will also be included.</p> <p>Statutory Drivers</p> <p>Key statutory drivers for this programme include but are not limited to</p> <ul style="list-style-type: none"> The 1951 UN Convention Relating to the Status of Refugees is the framework which underpins international refugee protection. It, along with the 1967 Protocol, clearly sets out the definition of a refugee, along with the kind of legal protection, other assistance and social rights a refugee is entitled to receive. It also highlights the obligations of refugees towards their host country. The Convention defines a refugee as someone who ‘owing to well-founded fear of being persecuted for reasons of race, religion, nationality, membership of a particular social group or political opinion, is outside the country of his nationality and is unable or, owing to such fear, is unwilling to avail himself of the protection of that country; or who, not having a nationality and being outside the country of his former habitual residence as a result of such events, is unable or, owing to such fear, is unwilling to return to it.’ This is the definition used by both UNHCR and the UK when determining whether somebody is a refugee. The Afghanistan Resettlement and Immigration Policy, which prioritises those eligible for the scheme. Decisions are made by the Home 			

Office and families are matched to local authorities that have agreed to sign up to the scheme.

- The [Equalities Act 2010](#), which legally protects people from discrimination in wider society.
- The [Human Rights Act 1998](#), which sets out the fundamental rights and freedoms that everyone in the UK is entitled to.
- The [European Convention on Human Rights](#), which protects the rights and liberties of those who live in Europe.

Differences from any previous approach

There is a current agreement to resettle 15 families who have arrived in the UK under ARAP or ACRS. These individuals are provided with immediate support on arrival, including housing, education, employment, and wider integration. The proposal suggests that this work will continue and will also include a further resettlement scheme, being UKRS. Rather than pledging towards a total number of families, the proposal is to support up to 5 families a year, across the three different resettlement schemes.

Key stakeholders and intended beneficiaries

Stakeholders:

- Stronger Communities Middlesbrough within Environment + Commercial Services/Stronger Communities
- Education providers
- School admissions
- Ethnic Minority Achievement Team
- Public Health
- NHS/Integrated Care Board
- Social Care (adults and children)
- Voluntary Agencies
- Strategic Migration Partnership
- Home Office
- Department of Levelling Up, Housing and Communities
- UK Visa and Immigration
- Cleveland Police
- Cleveland Fire Brigade
- Department for Work and Pensions
- Safeguarding (children and adults)
- Interpreters
- Ministry of Defence

	<ul style="list-style-type: none"> • Housing providers <p>Beneficiaries:</p> <ul style="list-style-type: none"> • Middlesbrough residents • Afghanis resettled in UK since August 2021 • Vulnerable people as identified by United Nations <p>Intended Outcomes</p> <p>The intention of the program is to provide support to highly vulnerable international new arrivals and to increase overall community cohesion and resilience in Middlesbrough.</p>
Live date:	July 2023
Lifespan:	July 2023 – July 2032
Date of next review:	July 2028, if there are changes to UK government funding package associated with any resettlement packages

Screening questions	Response			Evidence
	No	Yes	Uncertain	
<p>Human Rights</p> <p>Could the decision impact negatively on individual Human Rights as enshrined in UK legislation?*</p>	☒	☐	☐	<p>Article 2 – Right to life – Everyone’s right to life shall be protected by law. Article 3 – Nobody shall be subjected to torture or to inhuman or degrading treatment or punishment. Article 9 – Freedom of thought, conscience and religion – This includes the freedom to manifest religion or belief. Article 2 of the First Protocol – Right to Education.</p> <p>Those arriving under any of the three resettlement programs (ARAP/ACRS/UKRS) have been assessed at being in danger to life. Those arriving on the scheme may also have been subjected to degrading or inhuman treatment and torture. Information in relation to this is shared with the receiving Local Authority, and referrals to social care and health will be made in these cases. Those who arrive here have access to places of worship across different faiths. In addition, the Strategic Cohesion and Migration Manager chairs the interfaith network. All children who arrive under any of the programs are immediately entitled to education. Partnership working with school admissions and the Ethnic Minority Achievement Team is already in place. In addition, adults are entitled to access ESOL education and efforts are already being made to increase this provision.</p>
<p>Equality</p> <p>Could the decision result in adverse differential impacts on groups or individuals with characteristics protected in UK equality law? Could the decision impact differently on other commonly disadvantaged groups?*</p>	☒	☐	☐	<p>The Equality Act 2010 requires that the impact of recommendations is considered as part of the decision-making process. The Act requires that the Council must have due regard to the need to:</p> <ul style="list-style-type: none"> • Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act. • Advance equality of opportunity between people who share a protected characteristic and those who do not. • Foster good relations between people who share a protected characteristic and those who do not. <p>Having due regard to the need to advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it involves having due regard, in particular the need to:</p>

* Consult the Impact Assessment further guidance appendix for details on the issues covered by each of these broad questions prior to completion.

Screening questions	Response			Evidence
				<ul style="list-style-type: none"> remove or minimise disadvantages suffered by persons who share a relevant protected characteristic that are connected to that characteristic take steps to meet the needs of persons who share a relevant protected characteristic that are different from the needs of persons who do not share it; encourage persons who share a relevant protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low. <p>The proposal is particularly relevant to the Race protected characteristic because of the nature of the proposal, however it is potentially relevant to all protected characteristics where they are relevant to individual reasons for applications for resettlement. Qualification for the different schemes is prescribed by government legislation and supporting statutory guidance.</p> <p>There are no concerns that the proposal could impact adversely on this element of the PSED.</p> <p>Evidence used to inform this assessment includes... equality impact assessments conducted by other local authorities that have had very successful outcomes through similar schemes for some years. They include Kent County Council, Plymouth City Council, Colchester Borough Council, Bristol City Council, and Colchester Borough Council.</p> <p>In addition, Middlesbrough is an area of asylum dispersal with a constant at cluster number of asylum seekers of around 680 people. Out of those who are granted asylum, only around 17% remain in Middlesbrough. As such, the demographic makeup of Middlesbrough will not change significantly by the addition of five families per year and the support mechanisms to ensure cohesion and resilience are already in place.</p>
<p>Community cohesion</p> <p>Could the decision impact negatively on relationships between different groups, communities of interest or neighbourhoods within the town?*</p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<p>If managed properly, community cohesion should improve. Wards can be diversified and further improve relationships between neighbours. The intent is for families to be dispersed across various wards in Middlesbrough. However, some resistance in traditionally white British wards in particular can be expected.</p> <p>The programme recommends the recruitment of additional Community Cohesion workers, who will continue to implement best practice from work done as part of the Controlling Migration Fund, thereby improving community cohesion within neighbourhoods and wards.</p> <p>Public opinion on immigration in the UK is still negative in just over half of the population (58%). However, attitudes do seem to be softening. Data is available on perception of migration in a variety of contexts through The Migration Observatory.</p>

Screening questions	Response			Evidence
				<p>The team is currently working on local community cohesion rates. However, extensive work has been done in wards with traditionally low community cohesion, including through locality working, and it is expected that this will show an improvement in cohesion and resilience. In addition, numbers involved in the scheme will be controlled, which aligns with the government's own priorities on controlling migration, and something that is popular in public opinion.</p> <p>The team will encourage arrivals to engage with their local community, both settled and new and emerging. In addition, monitoring of community tensions is already taking place.</p>
<p>Next steps:</p> <ul style="list-style-type: none"> ➡ If the answer to all of the above screening questions is No then the process is completed. ➡ If the answer of any of the questions is Yes or Uncertain, then a Level 2 Full Impact Assessment must be completed. 				

Assessment completed by:	Jolande Mace	Head of Service:	
Date:	24 April 2023	Date:	07/06/2023

Template for Impact Assessment Level 2: Full impact assessment

Subject of assessment:	ARAP/ACRS/UKRS Resettlement			
Coverage:	Cross-cutting			
This is a decision relating to:	<input type="checkbox"/> Strategy	<input type="checkbox"/> Policy	<input type="checkbox"/> Service	<input type="checkbox"/> Function
	<input type="checkbox"/> Process/procedure	<input checked="" type="checkbox"/> Programme	<input type="checkbox"/> Project	<input type="checkbox"/> Review
	<input type="checkbox"/> Organisational change	<input type="checkbox"/> Other (please state)		
It is a:	New approach:	<input type="checkbox"/>	Revision of an existing approach:	<input checked="" type="checkbox"/>
It is driven by:	Legislation:	<input type="checkbox"/>	Local or corporate requirements:	<input type="checkbox"/>
Description:	<p>Key Aims, Objectives and Activities</p> <p>To change the current pledge of resettling 15 ARAP/ACRS families (arrivals currently stands at 14) to include UKRS resettlement and agreeing to resettle up to 5 families every year, across the three programmes. As per the date of this writing (23.03.2023), we have resettled 11 families towards our pledge of 15. We will continue to work towards achieving our pledge until such time as the report is passed through Executive, after which numbers will increase by no more than 5 families per financial year.</p> <p>Activities are set out in the funding instructions for the programmes (https://www.gov.uk/government/publications/afghan-relocation-and-assistance-funding-instruction and https://www.gov.uk/government/publications/uk-resettlement-programmes-funding-instruction-2022-to-2023) but include such things as identifying suitable accommodation pre-arrival depending on family needs and providing ongoing support around integration, health, education, and employment. The proposed programme will provide immediate assistance to families who arrive in the UK under the different policies and will receive between three and five years of support for their integration.</p> <p>Activities will be aligned to the objectives as set out above, and include working on “Personal Integration Plans”, welcome orientation, getting to know the local area, upskilling, and more. Partnership working with other statutory, non-statutory, and voluntary agencies will also be included.</p> <p>Statutory Drivers</p> <p>Key statutory drivers for this programme include but are not limited to</p> <ul style="list-style-type: none"> The 1951 UN Convention Relating to the Status of Refugees is the framework which underpins international refugee protection. It, along with the 1967 Protocol, clearly sets out the definition of a refugee, along with the kind of legal protection, other assistance and social rights a refugee is entitled to receive. It also highlights the obligations of refugees towards their host country. The Convention defines a refugee as someone who ‘owing to well-founded fear of being persecuted for reasons of race, religion, nationality, membership of a particular social group or political opinion, is outside the country of his nationality and is unable or, owing to such fear, is unwilling to avail himself of the protection of that country; or who, not having a nationality and being outside the country of his former habitual residence as a result of such events, is unable or, owing to such fear, is unwilling to return to it.’ This is the definition 			

used by both UNHCR and the UK when determining whether somebody is a refugee.

- The Afghanistan Resettlement and Immigration Policy, which prioritises those eligible for the scheme. Decisions are made by the Home Office and families are matched to local authorities that have agreed to sign up to the scheme.
- The Equalities Act 2010, which legally protects people from discrimination in wider society.
- The Human Rights Act 1998, which sets out the fundamental rights and freedoms that everyone in the UK is entitled to.
- The European Convention on Human Rights, which protects the rights and liberties of those who live in Europe.

Differences from any previous approach

There is a current agreement to resettle 15 families who have arrived in the UK under ARAP or ACRS. These individuals are provided with immediate support on arrival, including housing, education, employment, and wider integration. The proposal suggests that this work will continue and will also include a further resettlement scheme, being UKRS. Rather than pledging towards a total number of families, the proposal is to support up to 5 families a year, across the three different resettlement schemes.

Key stakeholders and intended beneficiaries

Stakeholders:

- Stronger Communities Middlesbrough within Environment + Commercial Services/Stronger Communities
- Education providers
- School admissions
- Ethnic Minority Achievement Team
- Public Health
- NHS/Integrated Care Board
- Social Care (adults and children)
- Voluntary Agencies
- Strategic Migration Partnership
- Home Office
- Department of Levelling Up, Housing and Communities
- UK Visa and Immigration
- Cleveland Police
- Cleveland Fire Brigade
- Department for Work and Pensions
- Safeguarding (children and adults)

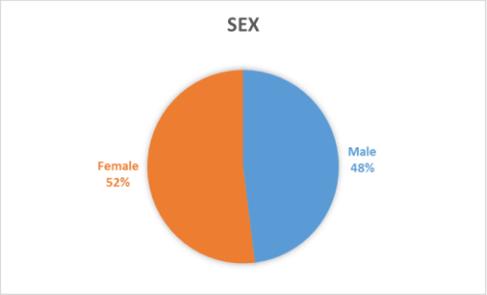
	<ul style="list-style-type: none"> • Interpreters • Ministry of Defence • Housing providers <p>Beneficiaries:</p> <ul style="list-style-type: none"> • Middlesbrough residents • Afghanis resettled in UK since August 2021 • Vulnerable people as identified by United Nations <p>Intended Outcomes</p> <ul style="list-style-type: none"> • The intention of the program is to provide support to highly vulnerable international new arrivals and to increase overall community cohesion and resilience in Middlesbrough. <p>Notes</p> <p>In order to determine impact on particular protected characteristics, I have referred to the Asylum Applications Datasets December 2022, as produced by the Home Office. I have referred specifically to tab Data – Asy_D02, filtered on Case Type (Column E) – Resettlement Case.</p>  <p>asylum-applications -datasets-dec-2022.)</p>
Live date:	July 2023
Lifespan:	July 2023 – July 2032
Date of next review:	July 2028, if there are changes to UK government funding instructions associated with resettlement packages

Assessment issue	Impacts identified					Rationale and supporting evidence
	None	Positive	Negative		Uncertain	
			Justified	Mitigated		
Human Rights						
Engagement with Convention Rights (as set out in section 1, appendix 2 of the Impact Assessment Policy).	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p>Article 2 – Right to life – Everyone’s right to life shall be protected by law. Article 3 – Nobody shall be subjected to torture or to inhuman or degrading treatment or punishment. Article 9 – Freedom of thought, conscience and religion – This includes the freedom to manifest religion or belief. Article 2 of the First Protocol – Right to Education.</p> <p>Those arriving under any of the three resettlement programs (ARAP/ACRS/UKRS) have been assessed at being in danger to life. Those arriving on the scheme may also have been subjected to degrading or inhuman treatment and torture. Information in relation to this is shared with the receiving Local Authority, and referrals to social care and health will be made in these cases.</p> <p>Those who arrive here have access to places of worship across different faiths. In addition, the Strategic Cohesion and Migration Manager chairs the interfaith network.</p> <p>All children who arrive under any of the programs are immediately entitled to education. Partnership working with school admissions and the Ethnic Minority Achievement Team is already in place. In addition, adults are entitled to access ESOL education and efforts are already being made to increase this provision.</p>
Equality						
Age	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p>No specific impact identified. Age is not a factor used by the Home Office or the UNHCR to determine whether or not someone is eligible to participate in the programs.</p> <p>The average age of those who arrive on resettlement schemes between 2010 and 2022 is demonstrated in the chart below. Please note that those aged Under 18 are accompanied by their parents/carers.</p>

Assessment issue	Impacts identified				Rationale and supporting evidence										
	None	Positive	Negative			Uncertain									
			Justified	Mitigated											
					<div data-bbox="1240 309 1727 600" data-label="Figure"> <table border="1"> <caption>Age categories</caption> <thead> <tr> <th>Age Category</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Under 18</td> <td>32%</td> </tr> <tr> <td>18-29</td> <td>40%</td> </tr> <tr> <td>30-49</td> <td>21%</td> </tr> <tr> <td>50-69</td> <td>7%</td> </tr> </tbody> </table> </div> <p>As the above chart indicates, access to education will be a key factor in resettlement. Middlesbrough Council has an Ethnic Minority Achievement Team in place, who can support children into school. In addition, the impact is likely to be possible as it will ensure school age children are able to access education. This is particularly true for girls, who are no longer able to go to school once they reach 13 in Afghanistan.</p> <p>For adults, access to English language education is vital. The funding agreements include money specifically for the development and provision of English classes (formal and informal delivery), and the Strategic Cohesion and Migration Manager chairs the Middlesbrough ESOL network in partnership with the North East Migration Partnership.</p> <p>All those who arrive will ultimately have the opportunity to seek full citizenship and are likely to have advanced life chances. This includes participating families with children and older participants, who are deemed as more vulnerable due the conflict situation in which they live. In addition, funding is provided to support the provision of education to those children between age 3 and 18 who are resettled.</p>	Age Category	Percentage	Under 18	32%	18-29	40%	30-49	21%	50-69	7%
Age Category	Percentage														
Under 18	32%														
18-29	40%														
30-49	21%														
50-69	7%														

Assessment issue	Impacts identified					Rationale and supporting evidence
	None	Positive	Negative		Uncertain	
			Justified	Mitigated		
Disability	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p>Those with disabilities are more likely to be accepted on UKRS programs, particularly if their disability poses a danger to life. Indeed, resettlement figures such as those provided by Bristol City Council show that 48% of families have at least one disabled child. Locally, out of the 13 families resettled in Middlesbrough (11 of whom count towards the current pledge of 15) as per March 2023, 30% are dealing with disability issues in either parent or child.</p> <p>The families who have arrived also often deal with the impact of trauma and have mental health needs that need to be addressed. However, cultural attitudes towards mental health mean that many will not speak openly about their difficulties. The Stronger Communities Middlesbrough team have all completed training on mental health and are able to signpost to available services.</p> <p>If families do arrive with disabilities, be they physical or other, the Local Authority is informed prior to accepting a family. This will ensure an appropriate property is identified.</p>
Gender reassignment	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p>No specific impact identified. Gender reassignment is not a factor used by the Home Office or the UNHCR to determine whether or not someone is eligible to participate in the programs.</p> <p>However, there is the potential for a high positive impact due to societal and cultural belief differences between the UK and the area of origin for those who participate in resettlement programs. Laws and social attitudes towards gender, sexual orientation, race, and sex are discussed during cultural orientation. The families are also made aware of the confidential nature of any discussions held, and processes are in place to ensure anyone over 16 is able to discuss their personal needs, wants, and aspirations on an individual basis. This means that, should an individual have issues in relation to gender reassignment, they are able to raise those in confidence and safety.</p>

Assessment issue	Impacts identified					Rationale and supporting evidence
	None	Positive	Negative		Uncertain	
			Justified	Mitigated		
Pregnancy / maternity	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Within Afghan communities in particular, birth rates are very high and it is not uncommon for families to have six or seven children. Resettlement schemes support those who arrive to access maternity, pregnancy, and sexual health services in a culturally appropriate way. Funding is also made available to the ICB (Integrated Care Board) separately from the funding made available to the local authority. In addition, the standard of health care provided to prospective or expectant mothers is much higher than they would be able to receive in country of origin.
Race	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	100% of the families who are resettled under the various schemes are from a Black/Asian Minority Ethnic community. Enabling integration on the basis of race focuses mainly on the provision of English lessons and the availability of interpreters. The most commonly spoken languages in those who take part in resettlement schemes are Arabic, Dari, and Pashto. Local translators exist and consideration is being given to working together with other regional local authority to enable those who arrive to act as interpreters. Those who arrive under ARAP/ACRS in particular often worked as interpreters for the British Army.
Religion or belief	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	A Tees-Wide Interfaith Network is chaired by MBC's Strategic Cohesion and Migration Manager. Statistics from other local authorities such as Bristol City Council show that 93% of families are Muslim and 7% are Christian. Out of the families resettled locally, 100% are Muslim. Several mosques exist in Middlesbrough, ensuring people are able to integrate with their faith community. In addition, halal shops are available in Middlesbrough, particularly in Newport, Central, and North Ormesby wards. New arrivals are signposted to these shops and locations to meet their cultural needs.

Assessment issue	Impacts identified					Rationale and supporting evidence
	None	Positive	Negative		Uncertain	
			Justified	Mitigated		
Sex	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p>Sex is not a factor taking into consideration by the Home Office or UNHCR when deciding eligibility for resettlement.</p> <p>The data sets show a near even split between female and male between 2010 and 2022.</p>  <p>The scheme operates in such a way that does take cultural attitudes towards sex and gender-roles into consideration. However, opportunities are developed in such a way that both males and females are able to benefit. For instance, additional funding is available for the provision of childcare, enabling both parents to attend English lessons.</p>
Sexual Orientation	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p>Although those who arrive under resettlement schemes are not asylum seekers, available data on asylum seekers show that 3% identify as LGBTQIA+.</p> <p>Sexual orientation is also not a factor in decision-making by the Home Office or the UNHCR in relation to resettlement.</p> <p>That said, as with gender reassignment, integration into British community could have a high positive impact on those who do identify as LGBTQIA+.</p>
Marriage / civil partnership**	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p>The civil partnership or marriage status of resettled individuals has no impact on the support they provide. Those who arrive as single parents or unmarried individuals will receive the same level of support.</p>

** Indicates this is not included within the single equality duty placed upon public authorities by the Equality Act. See guidance for further details.

Assessment issue	Impacts identified					Rationale and supporting evidence
	None	Positive	Negative		Uncertain	
			Justified	Mitigated		
Dependants / caring responsibilities**	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	During the resettlement process, those with caring responsibilities will be identified. This allows the team to put appropriate measures and referrals in place prior to the family's arrival. Culturally, families are often reluctant to accept carer support, as this is usually kept within the family in country of origin. These are issues that can be addressed with social care and health professionals, particularly where the carer is a young carer.
Criminal record / offending past**	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p>UNHCR supports the resettlement of individuals who are determined to be refugees under UNHCR's mandate for whom resettlement is the most appropriate durable solution, and who fall under UNHCR's resettlement submission categories: legal and/or physical protection needs, survivors of torture and/or violence, medical needs, women and girls at risk, family reunification, children and adolescents at risk, and lack of foreseeable alternative durable solutions.</p> <p>Under Afghan resettlement, there are four different categories of people who are accepted, varying depending on the urgency of their relocation. Anyone who was dismissed from their job at a UK Government Department (except in cases of very minor offenses) will be ineligible for the program.</p> <p>Decisions in relation to criminal record/offending past are therefore made by the Home Office and the UNHCR and will take into consideration the validity and level of the offending past before accepting anyone on a resettlement program.</p>

Assessment issue	Impacts identified					Rationale and supporting evidence
	None	Positive	Negative		Uncertain	
			Justified	Mitigated		
Community cohesion						
Individual communities / neighbourhoods	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p>Significant work is already done around providing a welcome orientation to help new arrivals settle into their new community. The proposal also includes expanding the existing team of community cohesion officers, so more work can be done around improving community cohesion and wider resilience. Activities are already taking place to improve relationships between the settled and new and emerging communities in Middlesbrough, often in partnership with other community organisations, and these will be expanded on.</p> <p>In addition, the Strategic Cohesion and Migration Manager also holds responsibility for monitoring of community tensions, together with the rest of the Strategic Community Safety Team. This enables any new tensions to be quickly identified and resolved,</p>
Relations between communities / neighbourhoods	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	

Next steps:

There are no negative impacts on any of the assessment issues.

Further actions	Lead	Deadline
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Mitigating actions	<ul style="list-style-type: none"> • Continue with welcome orientation/cultural orientation • Maximise budget utilisation to support wider integration • Expand team of cohesion and development workers 	Jolande Mace	Ongoing during program – to start July 2023
Promotion	Development of a multi-agency team around any new arrivals, to include internal stakeholders (public health, education, social care) and external stakeholders (Cleveland Police, Fire Brigade, housing providers).	Jolande Mace	Ongoing during the program – to start July 2023
Monitoring and evaluation	Continue to monitor any new community tensions and address as appropriate. Development of the multi-agency team to include discussions around monitoring the programme and responding to any emerging issues.	Jolande Mace	Ongoing during the program – to start July 2023

Assessment completed by:	Jolande Mace	Head of Service:	
Date:	24 April 2023	Date:	07/06/2023

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