

## 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><b>Key Aims, Objectives and Activities</b></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 (<a href="https://www.gov.uk/government/publications/afghan-relocation-and-assistance-funding-instruction">https://www.gov.uk/government/publications/afghan-relocation-and-assistance-funding-instruction</a> and <a href="https://www.gov.uk/government/publications/uk-resettlement-programmes-funding-instruction-2022-to-2023">https://www.gov.uk/government/publications/uk-resettlement-programmes-funding-instruction-2022-to-2023</a>) 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><b>Statutory Drivers</b></p> <p>Key statutory drivers for this programme include but are not limited to</p> <ul style="list-style-type: none"> <li>The <u>1951 UN Convention Relating to the Status of Refugees</u> 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</li> </ul>			

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)

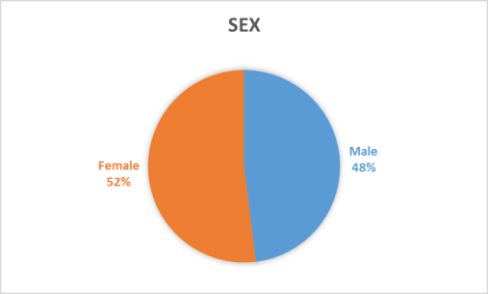
	<ul style="list-style-type: none"> <li>• Interpreters</li> <li>• Ministry of Defence</li> <li>• Housing providers</li> </ul> <p>Beneficiaries:</p> <ul style="list-style-type: none"> <li>• Middlesbrough residents</li> <li>• Afghanis resettled in UK since August 2021</li> <li>• Vulnerable people as identified by United Nations</li> </ul> <p><b>Intended Outcomes</b></p> <ul style="list-style-type: none"> <li>• 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.</li> </ul> <p><b>Notes</b></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 <a href="#">Home Office</a>. 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>
<b>Live date:</b>	July 2023
<b>Lifespan:</b>	July 2023 – July 2032
<b>Date of next review:</b>	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		
<b>Human Rights</b>						
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>
<b>Equality</b>						
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											
					<p style="text-align: center;"><b>Age categories</b></p> <table border="1"> <caption>Age categories data</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> <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%
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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"/>	<p>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.</p>
Race	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p>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.</p> <p>Those who arrive under ARAP/ACRS in particular often worked as interpreters for the British Army.</p>
Religion or belief	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p>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.</p> <p>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.</p>

Assessment issue	Impacts identified					Rationale and supporting evidence
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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 <a href="#">data</a> 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	
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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		
<b>Community cohesion</b>						
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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<b>Mitigating actions</b>	<ul style="list-style-type: none"> <li>• Continue with welcome orientation/cultural orientation</li> <li>• Maximise budget utilisation to support wider integration</li> <li>• Expand team of cohesion and development workers</li> </ul>	Jolande Mace	Ongoing during program – to start July 2023
<b>Promotion</b>	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
<b>Monitoring and evaluation</b>	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

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