

## Equality Analysis

<b>Directorate:</b> Community Wellbeing	<b>Lead Officer:</b> Marta Imig
<b>Service Area:</b> Housing Strategy & Policy	<b>Date completed:</b> 30 July 2021
<b>Service / Function / Policy / Procedure to be assessed:</b>  Afghan Relocations and Assistance Policy (ARAP) relocation scheme	
<b>Is this:</b> New / Proposed <input checked="" type="checkbox"/> Existing/Review <input type="checkbox"/> Changing <input type="checkbox"/>	<b>Review date:</b> 12 months after households take first occupation and Homes England support package ends

## Part A – Initial Equality Analysis to determine if a full Equality Analysis is required.

### **What are the aims and objectives/purpose of this service, function, policy or procedure?**

In May 2021, the Government wrote to all Local Authorities asking for councils to offer support and accommodation for Afghan ARAP under a Relocation Scheme; this is in recognition of their commitment and bravery shown supporting UK forces since 2013.

The aims of the scheme are:

- To provide a range of in-country packages of assistance in Afghanistan and, for those who meet the criteria, relocation to the UK with their dependants. Families who relocate receive a visa which grants 5 years limited leave to enter the UK, with an opportunity to apply for Indefinite Leave to Remain, free of charge.
- To provide accommodation and wraparound support for the families including; financial and language support; NI application; registration with GPs, schools and the local Job Centre Plus; and, advice on employment, claiming welfare benefits, housing, health, education and setting-up utility bills.

### **Please indicate its relevance to any of the equality duties (below) by selecting Yes or No?**

	Yes	No
Eliminating unlawful discrimination, victimisation and harassment	✓	
Advancing equality of opportunity	✓	
Fostering good community relations	✓	

**If not relevant to any of the three equality duties and this is agreed by your Head of Service**, the Equality Analysis is now complete - please send a copy to **NAMED OFFICER**. **If relevant**, a Full Equality Analysis will need to be undertaken (PART B below).

## PART B: Full Equality Analysis

### Step 1 – Identifying outcomes and delivery mechanisms (in relation to what you are assessing)

<p><b>What outcomes are sought and for whom?</b></p>	<p>Families eligible for the ARAP will receive accommodation and support that honours their service and properly reflects their work and the risks involved. The main outcome of this scheme is to provide a safe haven to these individuals and their families where they can integrate into the local community and build support networks to lead healthy and happy lives.</p> <p>Affected groups will include (not exhaustive):</p> <ul style="list-style-type: none"> <li>• All adults (and associated dependants) who are eligible for the ARAP relocation scheme;</li> <li>• Partners involved in sourcing and providing suitable accommodation;</li> <li>• Spelthorne’s North East Surrey Family Support Team and other partners involved in the delivery of advice and support services.</li> </ul>
<p><b>Are there any associated policies, functions, services or procedures?</b></p>	<p>The scheme currently consists of two elements:</p> <ul style="list-style-type: none"> <li>• The ex-gratia scheme which will close in November 2022 and;</li> <li>• The Afghan Relocations and Assistance Policy which launched in April 2021, reflecting the changing situation in Afghanistan and consequent risk to ARAP</li> </ul>
<p><b>If partners (including external partners) are involved in delivering the service, who are they?</b></p>	<p>Partners involved in sourcing and providing suitable accommodation e.g. Rentstart or Knowle Green Estates</p> <p>Partners involved in the delivery of advice and support services e.g. North East Surrey Family Support Team, Job Centre Plus, Citizens Advice, DWP, voluntary and community faith groups [not exhaustive].</p>

### Step 2 – What does the information you have collected, or that you have available, tell you?

**What evidence/data already exists about the service and its users?** (in terms of its impact on the 'equality strands', i.e. race, disability, gender, gender identity, age, religion or belief, sexual orientation, maternity/pregnancy, marriage/civil partnership and other socially excluded communities or groups) and **what does the data tell you?** e.g. are there any significant gaps?

#### General Spelthorne context

Almost half of Surrey's 20 most deprived super output areas are in Spelthorne. Three are in the ward of Stanwell North, two in Ashford North and Stanwell South and one in each of Ashford East and Sunbury Common. Spelthorne has the highest number of lone parent families and the highest level of child poverty in Surrey; it also has the highest under-18 conception rate in the county. That said, residents are largely healthy, with life expectancy for both males and females slightly above the national average.

Although the number of VAT and/or PAYE-registered business has fallen slightly over the past four years, Spelthorne has a low rate of unemployment: 1.4% of those economically active aged 16 to 64, compared to the South East (2.2%) and UK as a whole (3.5%). Heathrow Airport is a significant local employer, with 8.3% of Spelthorne's working population employed there. Significantly, 21.5% of those in work in Stanwell North are in low level employment compared to an average of 11.6% in Surrey. Average wages are slightly above regional averages at £630 per week for full-time employees.

Whilst house prices remain well above the national average, most residents are owner-occupiers (73%), followed by private rented (13%) and social rented (12%).

#### Gender / gender identity

Census data from 2011 shows that 50.5% of residents in Spelthorne were female, with the remaining 49.5% being male. There is no data known to be held in relation of other gender identities.

Source: ONS Census, 2011 - neighbourhood statistics for residents aged 16 to 74

*A White Paper published in December 2018 (Help shape our future: the 2021 Census of population and housing in England and Wales) sets out the Office for National Statistics' (ONS) recommendations for what the census should contain and how it should operate. The White Paper recommends that the census in 2021 includes a question about gender identity, asking respondents whether their gender is the same as the sex they were registered as at birth. The question will be separate from the question about sex (i.e., whether the respondent is male or female), which will be phrased in the same way as previous years. There is currently no official data about the size of the transgender population (the word 'transgender' is used here to describe people whose gender identity does not match the sex they were assigned at birth). The Government Equalities Office (GEO) has said that there may be 200,000 to 500,000 transgender people in the UK, but stresses that we don't know the true population because of the lack of robust data. The ONS has identified user need for official estimates in order to support policy-making and monitor equality duties.*

Source: <https://researchbriefings.parliament.uk/ResearchBriefing/Summary/CBP-8531>

#### Age

Spelthorne has a slightly lower population of under-30s (34%) compared to the rest of the country (37%), and a slightly higher population of 30-69 year olds (42%) compared with the UK average of (40%), The number of 70+ is 23%, which is broadly in line with the rest of the UK (24%).  
Source: <https://commonslibrary.parliament.uk/local-data/constituency-statistics-population-by-age/>

### Ethnicity

The ethnic make-up of Spelthorne is largely in line with the UK average, although we have more residents who identify as Asian and fewer residents who identify as Black than the national average.

Ethnic group	Spelthorne		Region	UK
	Number	%	%	%
White	83,455	87.3%	90.7%	87.2%
Mixed	2,382	2.5%	1.9%	2.0%
Asian	7,295	7.6%	5.2%	6.9%
Black	1,545	1.6%	1.6%	3.0%
Other	921	1.0%	0.6%	0.9%
Total	95,598	100.0%	100.0%	100.0%

Source: <https://commonslibrary.parliament.uk/home-affairs/communities/demography/constituency-statistics-ethnicity/>

### Disability

*As of July 2019 there were around 2,020 PIP claimants in Spelthorne constituency. In comparison, there was an average of 2,500 claimants per constituency across the South East. Within Spelthorne, psychiatric disorders were the most common reason for claiming PIP. They accounted for 37% of awards, compared to 36% in Great Britain. 'Psychiatric disorders' include anxiety and depression, learning disabilities and autism. The second most common reason for awards was musculoskeletal disease (general), which accounted for 17% of awards within the constituency and 21% in Great Britain. Musculoskeletal disease (general) includes osteoarthritis, inflammatory arthritis and chronic pain syndromes.*

Source:  
<http://data.parliament.uk/resources/constituencystatistics/personal%20independence%20payment/PIP%20claimants%20in%20Spelthorne.pdf>

### Religion

Residents of Spelthorne predominately identify themselves as either Christian or having no religion. There is a smaller Muslim population compared with the national average, but a larger Hindu and Sikh population.

	Constituency		Region	UK
	Number	%	%	%
<b>Has religion</b>	<b>67,392</b>	<b>70.5%</b>	<b>65.0%</b>	<b>66.7%</b>
of which				
Christian	60,954	63.8%	59.8%	58.8%
Muslim	1,808	1.9%	2.3%	4.5%
Hindu	2,332	2.4%	1.1%	1.4%
Buddhist	420	0.4%	0.5%	0.4%
Jewish	206	0.2%	0.2%	0.4%

Sikh	1,325	1.4%	0.6%	0.7%
Other	347	0.4%	0.5%	0.4%
<b>No religion</b>	<b>21,511</b>	<b>22.5%</b>	<b>27.7%</b>	<b>26.1%</b>
<b>Not stated</b>	<b>6,695</b>	<b>7.0%</b>	<b>7.4%</b>	<b>7.2%</b>

Source: <https://commonslibrary.parliament.uk/home-affairs/communities/constituency-data-religion/>

### Sexual orientation

*There is no accurate dataset which can be used to reflect solely Spelthorne. The White Paper recommends asking a new question about sexual orientation. The ONS has identified a user need for better data on sexual orientation – particularly for small areas – to inform policy-making and service provision, as well as monitoring equality duties. The ONS has previously used the Annual Population Survey (APS) to estimate the size of the lesbian, gay and bisexual (LGB) population in the UK. According to these estimates, just over 1 million people identified as LGB in 2016 (around 2% of the population). However, the sample population used in the APS isn't big enough to provide robust estimates of the LGB population in smaller areas.*

Source: <https://researchbriefings.parliament.uk/ResearchBriefing/Summary/CBP-8531>

### Marriage / Civil Partnership

More people in Spelthorne are married compared to the rest of England and Wales, and fewer people identify as single.

<b>Marital Status</b>	<b>Spelthorne</b>		<b>England and Wales</b>	
All usual residents aged 16+	78,089		45,496,780	
Single (never married or never registered a same-sex civil partnership)	24,562	31%	15,730,275	35%
Married	38,984	50%	21,196,684	47%
In a registered same-sex civil partnership	153	0%	104,942	0%
Separated (but still legally married or still legally in a same-sex civil partnership)	2,042	3%	1,195,882	3%
Divorced or formerly in a same-sex civil partnership which is now legally dissolved	6,870	9%	4,099,330	9%
Widowed or surviving partner from a same-sex civil partnership	5,478	7%	3,169,667	7%

**Has there been any consultation with, or input from, customers / service users or other stakeholders?** If so, with whom, how were they consulted and what did they say? If you haven't consulted yet and are intending to do so, please list which specific groups or communities you are going to consult with and when.

None

**Are there any complaints, compliments, satisfaction surveys or customer feedback that could help inform this assessment? If yes, what do these tell you?**

None

### Step 3 – Identifying the negative impact.

#### a. Is there any negative impact on individuals or groups in the community?

##### **Barriers:**

What are the potential or known barriers/impacts for the different 'equality strands' set out below? Consider:

- **Where** you provide your service, e.g. the facilities/premises;
- **Who** provides it, e.g. are staff trained and representative of the local population/users?
- **How** it is provided, e.g. do people come to you or do you go to them? Do any rules or requirements prevent certain people accessing the service?
- **When** it is provided, e.g. opening hours?
- **What** is provided, e.g. does the service meet everyone's needs? How do you know?

\* Some barriers are justified, e.g. for health or safety reasons, or might actually be designed to promote equality, e.g. single sex swimming/exercise sessions, or cannot be removed without excessive cost. If you believe any of the barriers identified to be justified then please indicate which they are and why.

##### **Solutions:**

What can be done to minimise or remove these barriers to make sure everyone has equal access to the service or to reduce adverse impact? Consider:

- Other arrangements that can be made to ensure people's diverse needs are met;
- How your actions might help to promote good relations between communities;
- How you might prevent any unintentional future discrimination.

**Equality Themes**

**Barriers/Impacts identified**

**Solutions  
(ways in which you could mitigate the impact)**

<p><b>Age</b> (including children, young people and older people)</p>	<p>ARAP generally have good command of the English language but dependents may be in need of language support.</p> <p>Many children of ARAP will also need support to cope with parental separation, parental death, and cope with some household members who may have mental health issues or misuse alcohol.</p>	<p>The North Surrey Family Support Team will assist households with applying to local schools / seek English tutoring.</p> <p>The North Surrey Family Support Team will work with the family as a unit and the children individually to understand and address support needs. The North Surrey Family Support Team will make appropriate referrals to the appropriate organization to support family recovery. Safeguarding of children will be a priority.</p>
<p><b>Disability</b> (including carers)</p>	<p>Anecdotally we know that physically disabled people accessing settled accommodation have much more limited options available to them.</p>	<p>When sourcing properties, the Council will ensure properties are suitably adapted for households. Homes England are undertaking a matching exercise to ensure properties are suitable for the families that arrive, this will ensure properties are matched to meet the support needs of each family.</p>
<p><b>Gender</b> (men and women)</p>	<p>Accompanying partners of ARAP may be in need of language support.</p> <p>The Home Office reports 90% of women in Afghanistan have experienced at least one form of domestic violence (17% have experienced sexual violence and 52% physical violence). 92% of 15-49 year old women believe that a husband is justified in beating his wife. Many women will need support with domestic violence.</p> <p>Opportunities to learn English and for integration may be more challenging for women who traditionally may be more home based.</p>	<p>The North Surrey Family Support Team will assist households with applying for language courses and seeking English tutoring.</p> <p>The North Surrey Family Support Team will make appropriate referrals to the appropriate organization to support victims of domestic abuse. Safeguarding of adults will be a priority.</p> <p>The NESFT will source volunteers who can provide English lessons to women at home or in groups where appropriate. Women will be encouraged to attend English classes and can be supported by NESFT to attend.</p>
<p><b>Race</b> (including Gypsies &amp; Travellers and Asylum Seekers)</p>	<p>Some participating local authorities reported issues of racism within the community.</p>	<p>The North Surrey Family Support Team will work with the family and the Council to address any issues of racism or harassment in the borough</p>

<b>Religion or belief</b> (including people of no religion or belief)	The majority of ARAP are Sunni Muslims, but participating local authorities report that in their experience, many ARAP are not practising Muslims.	The North Surrey Family Support team will ensure families are connected to local community and faith-based groups. This will help integrate families into the community and identify suitable places of worship as well as specific regional food shops. Although there is not a dedicated mosque in Spelthorne, Ashford and Staines Community Centre offer daily prayer facilities for the Muslim community. Additionally, mosques are available in nearby Hounslow.
<b>Gender Re-assignment</b> (those that are going through transition: male to female or female to male)	No negative impacts have been identified.	N/A
<b>Pregnancy and Maternity</b>	No negative impacts have been identified.  Afghanistan has one of the highest maternal mortality rates in the world. Families will be unfamiliar with services for pregnant women in the UK.	The NEFST will support families to access maternity provision as early as possible where appropriate.
<b>Sexual orientation</b> (including gay, lesbian, bisexual and heterosexual)	No negative impacts have been identified.	N/A

#### Step 4 – Changes or mitigating actions proposed or adopted

**Having undertaken the assessment are there any changes necessary to the existing service, policy, function or procedure? What changes or mitigating actions are proposed?**

No changes required.

#### Step 5 – Monitoring

**How are you going to monitor the existing service, function, policy or procedure ?**

The service will be operationally monitored by the North Surrey Family Support team. The service will be strategically monitored by Spelthorne Borough Council's Strategic Housing Group who meet monthly.

## Part C - Action Plan

Barrier/s or improvement/s identified	Action Required	Lead Officer	Timescale
n/a	n/a	n/a	n/a

### Equality Analysis approved by:

Group Head: 	Date: 18/08/2021
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Please send an electronic copy of the Equality Analysis to the Equality & Diversity Team and ensure the document is uploaded to the EA Register which will be available to the public:

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