

## Equality Analysis

<b>Directorate:</b> Community Wellbeing <b>Service Area:</b> Housing Strategy & Policy	<b>Lead Officer:</b> Steph Green <b>Date completed:</b> 05 May 2022
<b>Service / Function / Policy / Procedure to be assessed:</b>  Homes for Ukraine 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

**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?**

The Homes for Ukraine scheme was launched 14<sup>th</sup> March 2022 by Department for Levelling Up, Housing and Communities in response to the humanitarian crisis in Ukraine. Ukrainian nationals and their immediate family may be sponsored to come to the UK as 'guests'. Guests can live and work in the UK for up to 3 years and be able to access welfare benefits, healthcare and employment. Sponsors must provide accommodation for a minimum of 6 months and in return, can receive an optional 'thank you' payment of £350 per month for up to the first 12 months. Sponsors and guests agree to match themselves externally prior to making the visa application. Council's are expected to offer several support services which includes wra paround support for guests to help them integrate into communities and access local services. Council's also have a responsibility to inspect host properties for suitability and exercise a safeguarding duty through DBS checks and home visits once guests arrive.

**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>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 Homes for Ukraine scheme;</li> <li>• ‘Hosts’ involved in sourcing and providing suitable accommodation;</li> <li>• 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>Refugee Scheme Policy (approved by the Council Feb 2022) and Government guidance regularly updated and to be adhered to - <a href="https://www.gov.uk/guidance/homes-for-ukraine-guidance-for-councils">https://www.gov.uk/guidance/homes-for-ukraine-guidance-for-councils</a></p>
<p><b>If partners (including external partners) are involved in delivering the service, who are they?</b></p>	<p>Home Office and DLUHC are rolling out the visa based scheme. Surrey County Council are liaising with all Surrey district and boroughs.</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, foodbanks, 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?

#### Homes for Ukraine scheme context

The Government’s data sharing system ‘Foundry’ does not display all information on the several equality strands. There is some data collected on age, gender and pregnancy. As of 13<sup>th</sup> May 2022, 51 female guests and 22 male guests are recorded with 19 as ‘unspecified’. So far, two guests have arrived as pregnant. The age of guests are outlined in the table below.

Age Group	Number of guests
0-17	27
18- 29	18
30-39	21
40-49	14
50-59	4
60-69	2
70+	1
Unspecified	5
Total:	92

It is worth noting that the Government's system may not be entirely accurate as some of the data is labelled as 'unspecified'. Anecdotally, the Council is aware that many guests who have arrived so far have no physical disabilities but many have experienced trauma so are likely to face mental health issues. Whilst the council is unsure of the guests religion, many Ukrainians are Christian with up to two thirds of Ukraine's population identifying as Orthodox.

#### 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.

Marital Status	Spelthorne		England and Wales	
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)
<b>Age</b> (including children, young people and older people)	<p>Dependents may be in need of language support.</p> <p>Many children will also need support to cope with parental separation, parental death, and cope with some household members who may have mental health issues.</p>	<p>The North East Surrey Family Support Team will assist households with applying to local schools / seek English tutoring. Tier 1 councils have been provided with funding to support school places.</p> <p>The North East Surrey Family Support Team will work with the family as a unit and the children individually to understand and address support needs. The North East Surrey Family Support Team will make appropriate referrals to the appropriate organization to support family recovery. Safeguarding of children is a priority.</p>
<b>Disability</b> (including carers)	Anecdotally we know that physically disabled people accessing settled accommodation have much more limited options available to them.	Hosts and guests match externally prior to arrival, so it is the presumption a property would not be offered if it was unsuitable. However, where barriers may occur, the Council will work with the host and guest to identify if the property can be adapted to suit need e.g. via the council's Disabled Facilities Grant. Furthermore, the Council inspects the suitability of all properties prior to guests arriving.
<b>Gender</b> (men and women)	Where there are instances of lone men requesting to host lone females under the scheme, there could be a safeguarding concern.	The Council will investigate the suitability of this arrangement as part of a safeguarding duty. The Home Office carry out security checks on all hosts and DBS checks are undertaken before visas are issued. Furthermore, The North Surrey Family Support Team will make appropriate referrals to the



		appropriate organization to support individuals. Safeguarding of vulnerable adults is a priority.
<b>Race</b> (including Gypsies & Travellers and Asylum Seekers)	No negative impacts have been identified.	The North East Surrey Family Support team are working to integrate guests into the community and have organised a weekly drop-in support group.
<b>Religion or belief</b> (including people of no religion or belief)	No negative impacts have been identified.	Many Ukrainians identify as Christian. The North East Surrey Family Support team are helping guests connect with local faith groups.
<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.	N/A
<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 council's Housing Options team and the North East 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
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n/a	n/a	n/a	n/a
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**Equality Analysis approved by:**

Group Head:	DocuSigned by: <i>karen Sinclair</i> BB3EBC3BDA2B47D...	Date: 24 May 2022   2:28 PM BST
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