

Equality Analysis

Directorate: Community Wellbeing Service Area: Housing Strategy & Policy	Lead Officer: Steph Green Date completed: 25 July 2022
Service / Function / Policy / Procedure to be assessed: Afghan Citizen Relocation Scheme (ACRS)	
Is this: New / Proposed <input checked="" type="checkbox"/> Existing/Review <input type="checkbox"/> Changing <input type="checkbox"/>	Review date: In line with any council review of ACRS

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 Government wrote to all Local Authorities asking for them to pledge support and accommodation for Afghan refugees under ACRS.

The aims of the scheme are:

- To provide up to 20,000 women, children and others at risk, with a safe and legal route to settle in the UK. It prioritises those who have assisted UK efforts in Afghanistan or stood up for UK values such as democracy, women's rights, freedom of speech and rule of law; and vulnerable people such as women and girls at risk, and members of minority groups (including ethnic / religious minorities and LGBTQ+). Families who relocate through the ACRS will receive indefinite leave to remain in the UK, with an opportunity to apply for British citizenship after 5 years in the UK under existing rules.
- 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>What outcomes are sought and for whom?</p>	<p>The main outcome of ACRS is to provide a safe haven through accommodation where Afghan families 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"> • All adults (and associated dependants) who are eligible to make an application under ACRS; • Partners involved in sourcing and furnishing suitable accommodation; • North East Surrey Family Support Team and other partners involved in the delivery of advice and support services.
<p>Are there any associated policies, functions, services or procedures?</p>	<ul style="list-style-type: none"> • ACRS policy statement • The Council’s Refugee Scheme Policy 2022 • Homelessness and Rough Sleeping Strategy 2020-2025
<p>If partners (including external partners) are involved in delivering the service, who are they?</p>	<p>Partners involved in sourcing and furnishing suitable accommodation e.g. Spelthorne Rent Assure and Surrey Crisis Fund.</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, Surrey County Council, 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

According to the Indices of Deprivation 2019, the most deprived borough in Surrey is Spelthorne. 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.

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%).

We're awaiting the full release of the 2021 census data so existing data is based on the 2011 census. First release of the new census data highlights a population increase in Spelthorne by 7.7%, from around 95,600 in 2011 to 103,000 in 2021. Spelthorne is the 14th most densely populated of the South East's 64 local authority areas with 2,295 of residents per square kilometre. Initial data also provides updates to both categories of age and sex as outlined below.

Gender / gender identity

Census data from 2021 shows that 50.9% of residents in Spelthorne were female, with the remaining 49.1% being male. There is no data known to be held in relation of other gender identities.

Source: ONS Census, 2021 – Population and household estimates, England and Wales: Census 2021

A White Paper published in December 2018 (Help shape our future: the 2021 Census of population and housing in England and Wales) set out the ONS recommendation for what the census should contain and how it should operate. The White Paper recommended that the census in 2021 include a question about gender identity, asking respondents whether their gender is the same as the sex they were registered as at birth. The question is separate from the question about sex (i.e., whether the respondent is male or female), which is 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 and has added a voluntary question on gender identity for people age 16 years and over. The 2021 data set has not yet been published by the ONS.

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

Age

Spelthorne has a slightly lower population of under-30s (33%) compared to the rest of the country (36%), and a slightly higher population of 30-69 year olds (53%) compared with the national average of (51%), The number of 70+ is 14%, which is broadly in line with the rest of the nation. Source: ONCS Census, 2021 – Population and household estimates, England and Wales: Census 2021.

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	%	%	%
Has religion	67,392	70.5%	65.0%	66.7%
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%
No religion	21,511	22.5%	27.7%	26.1%
Not stated	6,695	7.0%	7.4%	7.2%

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	
	Count	%	Count	%
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)
Age (including children, young people and older people)	<p>Arrivals generally have good command of the English language but 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</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</p>

	some household members who may have mental health issues or misuse alcohol.	North Surrey Family Support Team will make appropriate referrals to the appropriate organization to support family recovery. Safeguarding of children is a priority.
Disability (including carers)	Anecdotally we know that physically disabled people accessing settled accommodation have much more limited options available to them.	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.
Gender (men and women)	<p>Accompanying partners of the main household applicant 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>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>
Race (including Gypsies & Travellers and Asylum Seekers)	Some participating local authorities reported issues of racism within the community.	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. This issue has not been noted in Spelthorne when participating in the separate Afghan Relocation Assistance Policy scheme.
Religion or belief (including people of no religion or belief)	The majority of Afghans are Sunni Muslims, but participating local authorities report that in their experience, many 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.
Gender Re-assignment (those that are going through transition: male to female or female to male)	No negative impacts have been identified.	N/A
Pregnancy and Maternity	No negative impacts have been identified.	N/A

Sexual orientation (including gay, lesbian, bisexual and heterosexual)	No negative impacts have been identified.	N/A
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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:  <small>DocuSigned by: BB3EBC3BDA2B47D...</small>	Date: 04 August 2022 6:51 AM BST
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