

Equality Impact Assessment Form

Reference –

Department	Place	Version no	1
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The Equality Act 2010 requires the Council to have due regard to the need to

- eliminate unlawful discrimination, harassment and victimisation;
- advance equality of opportunity between different groups; and
- foster good relations between different groups

Section 1: What is being assessed?

1.1 Name of proposal to be assessed.

Procurement of the Managed Migration Resettlement Service Contract

1.2 Describe the proposal under assessment and what change it would result in if implemented.

The Managed Migration Resettlement Service is a council commissioned service to deliver refugee resettlement programmes on behalf of the Home Office. The service enables the council to support the government in meeting its pledge to resettle vulnerable refugees in the City. The service is fully funded by the Home Office and includes a package of housing, wraparound support, integration/orientation, ESOL, access to education and health care.

Bradford has always been a city that welcomes refugees and asylum seekers and for the last 5 years has participated in government resettlement programmes welcoming people from all over the world. These schemes include: Afghanistan Relocation Scheme (ARS), Vulnerable Persons Relocation Scheme (VPRS), Vulnerable Children's Relocation Scheme (VCRS), and Gateway Protection Programme (GPP). The latter three schemes were eventually amalgamated and became the United Kingdom Resettlement Scheme (UKRS). The Council tendered the VPRS, VCRS and ARS as part of the Managed Migration Resettlement Service (MMRS) in 2016 and until 2020 the GPP was tendered directly by Home Office to Horton Housing Association.

The Government has committed to welcoming around 5,000 Afghan people in the first year and up to 20,000 over the coming years (by 2025). The ARAP and ACRS schemes will work with the United Nations High Commissioner for Refugees (UNHCR) to identify those that should be helped. This is in addition to the UKRS scheme, which has already settled hundreds of refugees families.

The vision is to continue to collaborate with the Home Office in the scheme and to commission a provider to carry out the work on behalf of the council. The contract will be awarded on the basis of a competitive tender which will provide assistance to resettle refugees in the District and help meet the Government's commitment.

Section 2: What the impact of the proposal is likely to be

2.1 Will this proposal advance equality of opportunity for people who share a protected characteristic and/or foster good relations between people who share a protected characteristic and those that do not? If yes, please explain further.

Yes, in terms of advancing equality of opportunity. The main measure of success will be that the families are settled in the safety of their own homes and they will then be able to focus on other aspects of their lives such as integration, employment, education, raising children which will foster good relations and allow for other opportunities to be seized. The overall objective is that the refugees with support will have a better chance of integrating and sustaining their own independence.

2.2 Will this proposal have a positive impact and help to eliminate discrimination and harassment against, or the victimisation of people who share a protected characteristic? If yes, please explain further.

Potentially yes. The service aims to facilitate entry into the country and provide support for refugees identified as most in need, which will include those people who share a protected characteristic. It aims to avoid vulnerable people having to take dangerous journeys to come to the UK and then make asylum claims. The ARAP scheme is for locally employed staff who assisted the UK Armed Forces in Arghanistan.

As refugees arrive via a legal route and are able to work towards independence as soon as they arrive, this has the potential to eliminate the discrimination and harassment received by other groups such as asylum seekers.

2.3 Will this proposal potentially have a negative or disproportionate impact on people who share a protected characteristic? If yes, please explain further.

Although there are many positives to people arriving under these schemes that will avoid any negative or disproportionate impact on people who share a protected characteristic, there is potential for the general public to misunderstand who they are and why they have arrived into the country. The proposal to tender the contract does not impact on the protected characteristic groups.

2.4 Please indicate the level of negative impact on each of the protected characteristics?

(Please indicate high (H), medium (M), low (L), no effect (N) for each)

Protected Characteristics:	Impact (H, M, L, N)
Age	N
Disability	N
Gender reassignment	N
Race	N
Religion/Belief	N
Pregnancy and maternity	N
Sexual Orientation	N
Sex	N
Marriage and civil partnership	N
Additional Consideration:	
Low income/low wage	N

2.5 How could the disproportionate negative impacts be mitigated or eliminated?

(Note: Legislation and best practice require mitigations to be considered, but need only be put in place if it is possible.)

The support provided as part of the funded scheme will mitigate this. Families or individuals will receive full support to become fully integrated and self sufficient.

Section 3: Dependencies from other proposals

3.1 Please consider which other services would need to know about your proposal and the impacts you have identified. Identify below which services you have consulted, and any consequent additional equality impacts that have been identified.

A wide range of partners across different sectors have already been involved since the initiation of the current contract in 2016. The internal and external partners who have been part of this group include CBMDC Health and Wellbeing, Children's Services departments, Safer Communities, Police, NHS – both primary and secondary healthcare, Solace (wellbeing support), Horton Housing. No specific additional equality impacts have been identified by these partners to date.

Section 4: What evidence you have used?

4.1 What evidence do you hold to back up this assessment?

Ongoing monitoring is undertaken by service providers to identify where possible any issues relating to access to services and support by different groups with protected characteristics. Regular meetings are held with the current housing / support provider to monitor and evaluate as well as highlight any issues.

4.2 Do you need further evidence?

No

Section 5: Consultation Feedback

5.1 Results from any previous consultations prior to the proposal development.

N/A

5.2 The departmental feedback you provided on the previous consultation (as at 5.1).

N/A

5.3 Feedback from current consultation following the proposal development (e.g. following approval by Executive for budget consultation).

N/A

5.4 Your departmental response to the feedback on the current consultation (as at 5.3) – include any changes made to the proposal as a result of the feedback.

N/A