

SSA EQUALITY IMPACT AND NEEDS ANALYSIS

Directorate	Adult's Social Care and Public Health
Service Area	Refugee Services
Service/policy/function being assessed	Richmond Sanctuary Strategy
Which borough (s) does the service/policy apply to	Richmond
Staff involved in developing this EINA	Interim Head of Refugee Services, Refugee Resettlement Policy and Operations Lead Officer and Refugee Resettlement Policy and Operations Support Officer
Date approved by Directorate Equality Group (if applicable)	N/A
Date approved by Policy and Review Manager All EINAs must be signed off by the Policy and Review Manager	
Date submitted to Directors' Board	

1. Summary

Please summarise the key findings of the EINA.

The Richmond Sanctuary Strategy has been created as part of Richmond Council's work in becoming a Borough of Sanctuary. The strategy sets out an action plan which details the work cross-council departments will be taking on over the next three years to deliver better and more accessible services for sanctuary seekers locally. Work to support sanctuary seekers is currently undertaken by officers dispersed throughout different teams. As part of this strategy, a centralised Refugee Service team will be created to improve streamline working, support for staff and shared best practice. In turn this will enhance the service received by sanctuary seeking residents particularly in response to evolving central government policy. After three years, a measure of success of this strategy will be to review if sanctuary seeking residents have equal opportunities and barrier-free access to local government services.

The key findings of this EINA are that adoption of the Richmond Sanctuary Strategy will have a positive impact on those who are seeking sanctuary here, including those with protected characteristics. The actions within the plan have been developed specifically to enhance and strengthen the Council's support for these groups. For example, actions identified by the economic development office are specifically aimed to help socio-economically disadvantaged groups access employment and higher paid employment. Further EINAs will be carried out as appropriate as part of delivering the individual actions within the strategy to ensure there are no gaps.

While people may have the title of being a sanctuary seeker, we recognise that having insecure immigration status is just one chapter in people's lives and it does not define them. During the time that some of our residents are sanctuary-seekers, they are by nature, a minority that is underrepresented. The umbrella term 'sanctuary seeker', which includes refugees, asylum seekers and other people affected by forced migration, it recognises the differences within these groups. Not only does the number of sanctuary seekers vary across different groups in Richmond, but their vulnerabilities also differ considerably. It is important, therefore, to consider the needs of different groups separately.

The strategy also commits to working with Voluntary and Community Sector partners and statutory services in a more collaborative way. While this has been carried out in an ad hoc manner previously, the strategy commits to co-producing goals that Richmond Council and partners can achieve together. By publishing and highlighting this strategy through communications channels to residents, we seek to encourage an environment of welcome, integration and understanding between existing residents and people who are arriving due to forced migration.

Limitations

The quality of data received from the Home Office and Department of Levelling-Up, Housing and Communities varies greatly depending on the cohort. The government shares no data on British National Overseas Hong Kongers or asylum-seekers living in dispersed accommodation. For Ukrainian residents, no data is provided for people on the Ukraine Family Scheme and the data that is provided for residents on the Homes for Ukraine scheme does not align with Census measurements and often requires enrichment. The resettled refugees from Afghanistan and Syria are supported directly by Richmond Council and we have recorded basic data. This is an area of improvement when the Refugee Services team is established.

2. Evidence gathering and engagement

a. What evidence has been used for this assessment? For example, national data, local data via DataRich or DataWand

Evidence	Source
Refugee data	Home Office, DLUHC and Council held data
Borough data	Census 2021

b. Who have you engaged and consulted with as part of your assessment?

Individuals/Groups	Consultation/Engagement results	Date	What changed as a result of the consultation
Richmond Sanctuary Partnership	Continuous feedback from VCS groups from their experience of working closely with sanctuary seekers in the borough	05/04/2023	Development of the principles included in the strategy.
		11/07/2023	
		18/10/2023	
Multi-cultural Richmond class attendees	Feedback from different sanctuary seeker groups including resettled refugees from different schemes (Afghan, Syrian, Homes for Ukraine) and asylum seekers.	18/12/2023	Provided perspective of lived experience which informed development of actions.
Ukrainian guests who attend Refugees Welcome in Richmond sessions		Q1 2023	
Resettled Afghan and Syrian Families		May 2023	
		January 2024	

3. Analysis of need

Potential impact on this group of residents and actions taken to mitigate impact and advance equality, diversity and inclusion

Protected group	Findings																												
Age	<p>The age profile of refugees and asylum seekers varies by cohort and data is not available on all groups. The table below provides data for those populations which are available and a comparison to similar age brackets recorded for existing residents:</p> <table border="1"> <thead> <tr> <th></th> <th>Homes for Ukraine (arrived)</th> <th>Resettlement</th> <th>Borough</th> </tr> </thead> <tbody> <tr> <td>0-19</td> <td>24.8%</td> <td>44.1%</td> <td>22.3%</td> </tr> <tr> <td>20-29</td> <td>19.9%</td> <td>11.7%</td> <td>9.9%</td> </tr> <tr> <td>30-39</td> <td>22.8%</td> <td>20.6%</td> <td>16.6%</td> </tr> <tr> <td>40-49</td> <td>16.8%</td> <td>11.7%</td> <td>16.5%</td> </tr> <tr> <td>50-59</td> <td>7.9%</td> <td>5.9%</td> <td>14%</td> </tr> <tr> <td>60+</td> <td>7.8%</td> <td>5.9%</td> <td>18.7%</td> </tr> </tbody> </table> <p>The Homes for Ukraine data is provided by the Home Office, Resettlement data is LBR service data from working with the families.</p>		Homes for Ukraine (arrived)	Resettlement	Borough	0-19	24.8%	44.1%	22.3%	20-29	19.9%	11.7%	9.9%	30-39	22.8%	20.6%	16.6%	40-49	16.8%	11.7%	16.5%	50-59	7.9%	5.9%	14%	60+	7.8%	5.9%	18.7%
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Disability	<p>The Home Office records data from Homes for Ukraine applicants on whether they have a disability, but no visa applications for Richmond list any disabilities, suggesting this is not widely used.</p> <table border="1"> <thead> <tr> <th></th> <th>Richmond</th> <th>England</th> </tr> </thead> <tbody> <tr> <td>Day-to-day activities limited a lot</td> <td>4.5%</td> <td>7.3%</td> </tr> <tr> <td>Day-to-day activities limited a little</td> <td>7.6%</td> <td>10%</td> </tr> <tr> <td>Not disabled under the Equalities Act rate</td> <td>88%</td> <td>82.7%</td> </tr> </tbody> </table> <p>Census data provided in the table. Data on disability for resettled refugees has been requested and will be added into committee version of EINA where relevant.</p>		Richmond	England	Day-to-day activities limited a lot	4.5%	7.3%	Day-to-day activities limited a little	7.6%	10%	Not disabled under the Equalities Act rate	88%	82.7%																
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Sex	<p>70% of Homes for Ukraine arrived guests in Richmond are female and 30% male. Data on other genders is not provided.</p> <table border="1"> <thead> <tr> <th></th> <th>Homes for Ukraine</th> <th>Resettlement</th> <th>Borough</th> </tr> </thead> <tbody> <tr> <td>Male</td> <td>30%</td> <td>56%</td> <td>48%</td> </tr> <tr> <td>Female</td> <td>70%</td> <td>44%</td> <td>52%</td> </tr> </tbody> </table>		Homes for Ukraine	Resettlement	Borough	Male	30%	56%	48%	Female	70%	44%	52%																
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Gender reassignment	<p>Data not recorded locally on sanctuary seeking population. In the 2021 Census 0.39% of respondents in Richmond reported that they identified with a gender different to their sex registered at birth.</p>																												
Marriage and civil partnership	<p>Data generally not recorded locally on sanctuary seeking population. In the 2021 Census, 49% of respondents aged over 16 reported that they were married or in a civil partnership.</p> <p>For resettled refugee families in Richmond, 95% of those over 18 are married or in civil partnerships.</p>																												
Pregnancy and maternity	<p>Data is provided by the Home Office on asylum seekers who are pregnant, but this has not been included here to avoid disclosure.</p>																												

	<p>For resettled refugees, this data has been requested and will be added for committee version of this EINA where relevant.</p> <p>No data on pregnancy or maternity is recorded for other cohorts.</p>
Race/ethnicity	<p>Data not recorded locally on sanctuary seeking population, but there will be a high degree of variability of ethnicity between different refugee and asylum seeker cohorts. Across Richmond, the population is:</p> <ul style="list-style-type: none"> • 80.5% White • 1.9% Black • 8.9% Asian • 5.5% Mixed ethnicity • 3.3% Other ethnicity <p>This is taken from Census data.</p> <p>Within resettled refugees, there are 25 individuals from Afghanistan and 18 from Syria.</p> <p>991 individuals have arrived under the Homes for Ukraine scheme. The Home Office does not provide ethnicity data.</p>
Religion and belief, including non belief	<p>Data not recorded locally on most sanctuary seeking population. For resettled refugees, this data has been requested and will be added for committee version of this EINA.</p> <p>The general borough population's religion as recorded in the 2021 Census was:</p> <ul style="list-style-type: none"> • 37.9% no belief • 45.3% Christian • 4.3% Muslim • 12.5% Other
Sexual orientation	<p>Data not recorded locally on sanctuary seeking population. In 2021, data published by the Home Office recorded that 1% of asylum applications were made on the basis of sexual orientation.</p> <p>Within Richmond, 3.4% of the borough population identified as gay, lesbian or bisexual in the 2021 Census.</p>
Across groups i.e older LGBT service users or Black, Asian & Minority Ethnic young men.	<p>Data not currently recorded locally on sanctuary seeking population.</p>
Socio-economic status (to be treated as a protected characteristic under Section 1 of the Equality Act 2010) Include the following groups:	<p>Refugee status is a category for consideration under the socio-economic status, so all the intended beneficiaries of this strategy would be included in this category. Asylum seekers are not permitted to work or claim public funds whilst they are waiting for their claims to be processed and are dependent on asylum support from Government for financial assistance, which is approximately £9 a week. For resettled refugees who are able to work, this data has been requested and will be added for committee version of this EINA.</p> <p>As noted above, a large proportion of Homes for Ukraine visa holders are women, with working aged men generally restricted from leaving Ukraine unless they qualify for specific exemptions. This means that many Homes for Ukraine visa holders are in effect temporarily single parents.</p> <p>Data on the employment status of Homes for Ukraine visa holders is not recorded locally, however an ONS study found that 61% of adult arrivals were in employment.</p>
<ul style="list-style-type: none"> • Deprivation (measured by the 2019 English Indices of Deprivation) • Low-income groups & employment 	

<ul style="list-style-type: none"> • Carers • Care experienced people • Single parents • Health inequalities • Refugee status 	<p>68% of those working in the UK do so in different sectors to when they were in Ukraine with difficulties in getting qualifications recognised meaning many are working in comparatively lower income sectors than previously.</p> <p>Data on any sanctuary seekers in our care system has been requested and will be included in the committee version of this EINA where relevant.</p> <p>Some individuals seeking sanctuary in the UK can arrive with complex health needs. This includes poorly controlled chronic conditions, untreated infectious diseases, a lack of sufficient maternity care, and mental health conditions.</p>
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Data gaps

Data gap(s)	How will this be addressed?
Disability, ethnicity	An action within the Sanctuary Strategy Action plan is to improve data collection on refugee and asylum status for adult and children social care users.
Gender reassignment, marriage and civil partnership, sexual orientation	It is not proportionate to collect this data.

4. Impact

Protected group	Positive	Negative
Age	<p>The adoption of the Richmond Sanctuary Strategy will have a positive impact on sanctuary seekers.</p> <p>The actions within the plan are intended to enhance and strengthen the Council’s support for these groups. This includes by making it easier to access services, increasing staff understanding of the experience and needs of asylum seekers and refugees, and working more closely with partners in health, employment and the voluntary sector to support sanctuary seekers.</p> <p>Further EINAs will be carried out as appropriate as part of delivering the individual actions within the strategy.</p> <p>As noted above, the refugee and asylum seeking population is disproportionately young and working age people. The target of achieving School of Sanctuary status for nine schools will support school-age sanctuary seeking residents. Working age people will benefit from the actions drawn up by the Economic Development Office, including the delivery of the Language2 Work model.</p>	No negative impact is anticipated for any group with a protected characteristic.

Disability	Sanctuary seekers with disabilities will benefit from the actions identified by Adult Social Care and Public Health to improve coordination with the NHS for supporting refugees and asylum seekers.	No negative impact is anticipated for any group with a protected characteristic.
Sex	The adoption of our Sanctuary Strategy will allow us to tailor and enhance support for the different cohorts within this category where it is recognized that a different approach is needed.	No negative impact is anticipated for any group with a protected characteristic.
Gender reassignment	Whilst we do not currently hold data about sanctuary seekers who identify with a gender different to their sex registered at birth, we anticipate that should a support need arise, the actions in our strategy, including increased staffing capacity, will allow us to better respond and provide support.	No negative impact is anticipated for any group with a protected characteristic.
Marriage and civil partnership	The strategy's actions would allow us to strengthen our response to sanctuary seekers, including matters relating to those married or in civil partnerships.	No negative impact is anticipated for any group with a protected characteristic.
Pregnancy and maternity	The strategy will allow us to increase our support to this cohort, including closer partnership with NHS services and signposting to wider information and pregnancy and maternity support in Richmond, linking into Children's Services teams when required.	No negative impact is anticipated for any group with a protected characteristic.
Race/ethnicity	Actions included in our plan are specifically targeted towards those in this category, including greater communication of community safety support pathways (for example Hate Crime) directly to sanctuary seekers and local partners. This will also be incorporated within our work with the Council's staff equality groups.	No negative impact is anticipated for any group with a protected characteristic.
Religion and belief, including non belief	Similar to race/ethnicity, where relevant this will be incorporated into our community safety support pathways, work with our staff equality groups and training for staff.	No negative impact is anticipated for any group with a protected characteristic.
Sexual orientation	Whilst sexual orientation data is not currently recorded locally on sanctuary seeking population, it is possible that in the future we will welcome those who are seeking sanctuary in Richmond directly due to their sexual orientation.	No negative impact is anticipated for any group with a protected characteristic.

	The actions in our Strategy, including the creation of our Refugee Services team, will facilitate better tailored support for those in this category including partnership working with other local services and voluntary sector partners.	
<p>Socio-economic status (to be treated as a protected characteristic under Section 1 of the Equality Act 2010) Include the following groups:</p> <ul style="list-style-type: none"> • Deprivation (measured by the 2019 English Indices of Deprivation) • Low-income groups & employment • Carers • Care experienced people • Single parents • Health inequalities • Refugee status 	<p>In addition to the above, the actions in the plan identified by the economic development office may help socio-economically disadvantaged groups by enabling access to employment and higher paid employment.</p> <p>We recognise the health issues faced by a number of those seeking sanctuary in Richmond, and this strategy will allow us to work more closely with our NHS partners to identify improvements to processes so individuals can access help more quickly. This will include linking in with wider support in the community.</p>	No negative impact is anticipated for any group with a protected characteristic.

5. Actions to advance equality, diversity and inclusion

Action	Lead Officer	Deadline
Please see action plan section of strategy. The action plan is delivered over a three year period.	Interim Head of Refugee Services	April 2027