



# Integrated Impact Assessment document

(incorporating Equalities, Future Generations, Welsh Language and Socio Economic Duty)

<p><b>Name of the Officer: Matthew Gatehouse</b></p> <p><b>Phone no:</b> 01633 644397 <b>E-mail:</b> matthewgatehouse@monmouthshire.gov.uk</p>	<p><b>Please give a brief description of the aims of the proposal:</b></p> <p>To begin the process of formally applying to become a county of sanctuary for those fleeing persecution.</p>
<p><b>Name of Service area</b></p> <p>Policy, Performance and Scrutiny</p>	<p><b>Date:</b> 20/10/22</p>

**1. Are your proposals going to affect any people or groups of people with protected characteristics?** Please explain the impact, the evidence you have used and any action you are taking below.

Protected Characteristics	Describe any positive impacts your proposal has on the protected characteristic	Describe any negative impacts your proposal has on the protected characteristic	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?
Age	The proposal is about improving outcomes for refugees and asylum seekers through challenging discrimination, ensuring equality of opportunity (where possible within UK Immigration law) and promoting good relations between groups. No negative impacts of these proposals have been identified.	No negative impacts of these proposals have been identified.	Refugees and asylum seekers often experience similar issues upon arrival in the UK but have come from many different cultures, backgrounds and countries of origin. Taking a person-centered approach will ensure that individuals are supported to achieve integration regardless of their background or circumstances.

Protected Characteristics	Describe any positive impacts your proposal has on the protected characteristic	Describe any negative impacts your proposal has on the protected characteristic	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?
Disability	The proposal is about improving outcomes for refugees and asylum seekers through challenging discrimination, ensuring equality of opportunity (where possible within UK Immigration law) and promoting good relations between groups.	No negative impacts of these proposals have been identified.	See above
Gender reassignment	The proposal is about improving outcomes for refugees and asylum seekers through challenging discrimination, ensuring equality of opportunity (where possible within UK Immigration law) and promoting good relations between groups. Some asylum seekers may have fled areas which were less tolerant of difference and will be better able to live as themselves in the UK.	No negative impacts of these proposals have been identified	See above
Marriage or civil partnership	The proposal is about improving outcomes for refugees and asylum seekers through challenging discrimination, ensuring equality of opportunity (where possible within UK Immigration law) and promoting good relations between groups.	No negative impacts of these proposals have been identified	See above
Pregnancy or maternity	The proposal is about improving outcomes for refugees and asylum seekers through challenging discrimination, ensuring equality of opportunity (where possible within UK Immigration law) and promoting good relations between groups.	No negative impacts of these proposals have been identified.	See above

Protected Characteristics	Describe any positive impacts your proposal has on the protected characteristic	Describe any negative impacts your proposal has on the protected characteristic	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?
Race	.The proposal is about improving outcomes for refugees and asylum seekers through challenging discrimination, ensuring equality of opportunity (where possible within UK Immigration law) and promoting good relations between groups. Some asylum seekers may have fled areas which were less tolerant of difference and will be better able to live as themselves in the UK.	No negative impacts of these proposals have been identified.	See above
Religion or Belief	The proposal is about improving outcomes for refugees and asylum seekers through challenging discrimination, ensuring equality of opportunity (where possible within UK Immigration law) and promoting good relations between groups. Some asylum seekers may have fled regimes which did not tolerate religious freedoms.	No negative impacts of these proposals have been identified.	See above
Sex	The proposal is about improving outcomes for refugees and asylum seekers through challenging discrimination, ensuring equality of opportunity (where possible within UK Immigration law) and promoting good relations between groups. A higher proportion of asylum seekers are males. Women are likely to experience greater equality in the UK than some of the regimes they have fled from	No negative impacts of these proposals have been identified.	See above

Protected Characteristics	Describe any positive impacts your proposal has on the protected characteristic	Describe any negative impacts your proposal has on the protected characteristic	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?
Sexual Orientation	The proposal is about improving outcomes for refugees and asylum seekers through challenging discrimination, ensuring equality of opportunity (where possible within UK Immigration law) and promoting good relations between groups. Some asylum seekers may have fled regimes which did not afford rights to people in same sex relationships and they will benefit from different social attitudes living in the UK	No negative impacts of these proposals have been identified.	See above

## 2. The Socio-economic Duty and Social Justice

The Socio-economic Duty requires public bodies to have due regard to the need to reduce inequalities of outcome which result from socio-economic disadvantage when taking key decisions This duty aligns with our commitment as an authority to Social Justice.

	<b>Describe any positive impacts your proposal has in respect of people suffering socio economic disadvantage</b>	<b>Describe any negative impacts your proposal has in respect of people suffering socio economic disadvantage.</b>	<b>What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?</b>
<b>Socio-economic Duty and Social Justice</b>	<p>Research shows that Migrant workers make important contributions to the labour market in both high- and low-skilled occupations.</p> <p>However, those seeking asylum have limited rights, do not have access to full benefits and will be surviving on low incomes. The county of sanctuary approach can help overcome some of the disadvantage experienced by increasing access to networks and advocacy as well as support from things like foodbanks</p>	<p>Inward migration is likely to place increased pressure on an already limited housing supply at a time when new developments are constrained as a result of phosphate levels in the Wye and Usk rivers</p>	<p>Promote the availability of ESOL classes to ensure that migrants are able to improve their language skills and maximise their employability ad earning potential</p>

### 3. Policy making and the Welsh language.



How does your proposal impact on the following aspects of the Council's Welsh Language Standards:	Describe the positive impacts of this proposal	Describe the negative impacts of this proposal	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts
<p><b>Policy Making</b></p> <p>Effects on the use of the Welsh language,</p> <p>Promoting Welsh language</p> <p>Treating the Welsh language no less favourably</p>	<p>No specific impacts have been identified at this stage</p>	<p>No negative impacts have been identified at this stage</p>	<p>Materials will be made available in Welsh alongside languages such as Ukrainian to ensure that refugees arriving have an understanding that Wales is a bilingual nation.</p> <p>Make material available to new arrivals on the benefits of bilingual education.</p>
<p><b>Operational</b></p> <p>Recruitment &amp; Training of workforce</p>	<p>No negative impacts have been identified at this stage</p>	<p>No negative impacts have been identified at this stage</p>	
<p><b>Service delivery</b></p> <p>Use of Welsh language in service delivery</p> <p>Promoting use of the language</p>	<p>No negative impacts have been identified at this stage</p>	<p>Translation and interpretation services are unlikely to be able to translate from some languages into Welsh reducing the ability of Welsh speakers to use their preferred language when conversing through a translator.</p>	<p>Ensure that material continues to be made available in Welsh alongside the language of new arrivals into the UK</p>

**4. Does your proposal deliver any of the well-being goals below?** Please explain the impact (positive and negative) you expect, together with suggestions of how to mitigate negative impacts or better contribute to the goal. There's no need to put something in every box if it is not relevant!




Well Being Goal	Does the proposal contribute to this goal? Describe the positive and negative impacts.	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?
<p><b>A prosperous Wales</b> Efficient use of resources, skilled, educated people, generates wealth, provides jobs</p>	<p>Research shows that nations benefit economically from immigration. The UK currently has a shortage of workers in many sectors. The plan will seek to remove barriers to asylum seekers accessing services and improve employability support for refugees and access to education. ,</p>	<p>Future actions will be incorporated into an action plan which will be developed as outlined in the recommendations.</p>
<p><b>A resilient Wales</b> Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)</p>	<p>No specific impacts have been identified.</p>	<p>Work will need to be done on environmental education so that new arrivals understand approaches to recycling and the need to re-use and recycle waste.</p>
<p><b>A healthier Wales</b> People's physical and mental wellbeing is maximized and health impacts are understood</p>	<p>Becoming a county of sanctuary should enable a positive welcome for those arriving in the UK, mitigating mental ill health and homelessness.</p>	<p>Future actions will be incorporated into an action plan as outlined in the recommendations.</p>
<p><b>A Wales of cohesive communities</b> Communities are attractive, viable, safe and well connected</p>	<p>A positive approach to welcoming those from other nations can have a positive impact on community cohesion as communities come together to provide support.</p>	<p>Learn from local groups, such as Abergavenny Town of Sanctuary and the local government network to ensure positive action is taken to maximise community cohesion.</p> <p>Engage with accommodation providers and ensure that community cohesion concerns are factored into and decision on property locations</p>
<p><b>A globally responsible Wales</b> Taking account of impact on global well-being when considering local social, economic and environmental wellbeing</p>	<p>Becoming a county of sanctuary will show our commitment to being global citizens that recognizes the plight of others and increases understanding of international issues.</p>	<p>Future actions will be incorporated into an action plan as outlined in the recommendations.</p>

Well Being Goal	Does the proposal contribute to this goal? Describe the positive and negative impacts.	What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?
<b>A Wales of vibrant culture and thriving Welsh language</b> Culture, heritage and Welsh language are promoted and protected. People are encouraged to do sport, art and recreation	No specific impacts have been identified at this stage.	Ensure that we promote the Welsh language and culture to new arrivals.
<b>A more equal Wales</b> People can fulfil their potential no matter what their background or circumstances	Becoming a county of sanctuary is about improving outcomes for refugees and asylum seekers and ensuring equality of opportunity.	Future actions will be incorporated into an action plan as outlined in the recommendations.

**5. How has your proposal embedded and prioritised the sustainable governance principles in its development?**

Sustainable Development Principle	Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.	Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?
 <p>Long Term</p> <p>Balancing short term need with long term and planning for the future</p>	The five ways of working set will underpin the development of the action plan as we move towards becoming a nation of sanctuary. Taking a proactive approach will deliver the best possible outcomes for refugees and asylum seekers in the long-term.	None identified at this stage
 <p>Collaboration</p> <p>Working together with other partners to deliver objectives</p>	We will work as part of the city of sanctuary local authority network as well as local groups and the Wales Strategic Migration Partnership to deliver our commitments as a county of sanctuary	None identified at this stage



Sustainable Development Principle	Does your proposal demonstrate you have met this principle? If yes, describe how. If not explain why.	Are there any additional actions to be taken to mitigate any negative impacts or better contribute to positive impacts?
 <p data-bbox="141 480 297 507"><b>Involvement</b></p> <p data-bbox="349 256 517 440">Involving those with an interest and seeking their views</p>	<p data-bbox="544 256 1317 440">The five ways of working set will underpin the development of the action plan. We will engage and involve those with lived experience of the issues faced with immigration in the development of the action plan referred to in the recommendations</p>	<p data-bbox="1350 256 1715 284">None identified at this stage</p>
 <p data-bbox="152 759 293 786"><b>Prevention</b></p> <p data-bbox="349 520 506 815">Putting resources into preventing problems occurring or getting worse</p>	<p data-bbox="544 520 1317 703">Becoming a county of sanctuary is intended to prevent the most harmful problems experienced by refugees and asylum seekers in Wales. These include homelessness, mental health conditions, poor accommodation and the risk of destitution.</p>	<p data-bbox="1350 520 1715 547">None identified at this stage</p>
 <p data-bbox="159 1098 300 1125"><b>Integration</b></p> <p data-bbox="349 858 517 1118">Considering impact on all wellbeing goals together and on other bodies</p>	<p data-bbox="544 858 1317 954">This proposal commits the authority to developing an action plan which will seek maximum impact on all seven national well-being goals</p>	<p data-bbox="1350 858 2074 954">We will develop the action plan in full cognizance of the ways of working and well-being goals to maximise the impact of our actions on all goals.</p>

**6. Council has agreed the need to consider the impact its decisions has on the following important responsibilities: Corporate Parenting and Safeguarding. Are your proposals going to affect any of these responsibilities?**

	<b>Describe any positive impacts your proposal has</b>	<b>Describe any negative impacts your proposal has</b>	<b>What will you do/ have you done to mitigate any negative impacts or better contribute to positive impacts?</b>
Safeguarding	Unaccompanied asylum seeking and refugee children can be some of the most vulnerable children in our society	Unaccompanied children may be unfamiliar with systems in the UK.  Migrants may not trust officials if they have received negative treatment in their home county making it harder to engage them positively on safeguarding issues	Ensure that staff and volunteers have access to guidance, information and resources
Corporate Parenting	Unaccompanied asylum seeking and refugee children can be some of the most vulnerable children in our society. Developing a county of sanctuary model can help raise community awareness helping to mitigate the risks of harm.		We need to ensure appropriate placements are available to meet the needs of unaccompanied asylum seeking children. Improve the skills and confidence of foster carers to care for unaccompanied asylum seeking children

**7. What evidence and data has informed the development of your proposal?**

- Asylum seekers made up around 6% of immigrants to the UK in 2019. In 2020, when overall immigration was lower than usual due to the pandemic, asylum seekers might have made up around 12% of immigrants.
- In 2021, 43% of asylum seekers were nationals of Middle Eastern countries, 28% of asylum applicants were nationals of African countries, 18% were nationals of Asian countries, and 12% were from Europe.
- In 2020, there were around 6 asylum applications for every 10,000 people living in the UK. Across the EU27 there were 11 asylum applications for every 10,000 people. When compared with EU countries, the UK ranked 14th out of the individual countries in terms of the number of asylum applications per capita.
- The number of asylum seekers in Wales is largest in Cardiff, Swansea, Newport and Wrexham
- Of those fleeing the war in Ukraine, there are a higher proportion of females
- Of those seeking asylum a higher proportion are male. In 2019 26% of asylum applications were made by women. This was close to the average for recent years. The highest proportion of female applicants were from China and the lowest from Afghanistan

Sources:

<https://commonslibrary.parliament.uk/research-briefings/sn01403/> (House of Commons Library)  
<https://www.oecd.org/migration/OECD%20Migration%20Policy%20Debates%20Numero%202.pdf> (OECD)  
<https://refugeecouncil.org.uk/wp-content/uploads/2020/03/Asylum-Statistics-Annual-Trends-Feb-2020.pdf> (Refugee Council)

**8. SUMMARY: As a result of completing this form, what are the main positive and negative impacts of your proposal, how have they informed/changed the development of the proposal so far and what will you be doing in future?**

The proposal to become a county of sanctuary is about improving outcomes for refugees and asylum seekers by providing a welcoming environment, challenging discrimination and negative perceptions and ensuring equality of opportunity where possible within UK Immigration law. It strives to promote good relations between groups ensuring vibrant and cohesive communities.

The impact assessment identifies the positive impact that migration has on the economy and the potential for improved outcomes for some groups who will have fled persecution in their home country because of their sexual orientation or religious beliefs. It also highlights challenges, such as pressure on local housing which will need to be addressed through the Replacement Local Development Plan.

**9. ACTIONS: As a result of completing this form are there any further actions you will be undertaking? Please detail them below, if applicable.**

What are you going to do	When are you going to do it?	Who is responsible
Take a person-centred approach will ensures that individuals are supported to achieve integration regardless of their background or circumstances	March 2023	Head of Policy, Performance and Scrutiny
Ensure that material continues to be made available in Welsh alongside the language of new arrivals into the UK	December 2022	Welsh Language Officer
Ensure that staff and volunteers working with refugees and asylum seekers have access to guidance, information and resources on safeguarding	December 2022	Safeguarding and Quality Assurance Officer

**10. VERSION CONTROL: The Equality and Future Generations Evaluation should be used at the earliest stage, such as informally within your service, and then further developed throughout the decision making process. It is important to keep a record of this process to demonstrate how you have considered and built in equality and future generations considerations wherever possible.**

<b>Version No.</b>	<b>Decision making stage</b>	<b>Date considered</b>	<b>Brief description of any amendments made following consideration</b>
1	Informal Consultation	25/10/2022	None
2	Cabinet	9/11/2022	