



<p>Name of the Officer Matthew Gatehouse</p> <p>Phone no: 01633 644397 E-mail: matthewgatehouse@monmouthshire.gov.uk</p>	<p>Please give a brief description of the aims of the proposal</p> <p>To ensure that Monmouthshire plays its part in accommodating and supporting a small number of asylum seekers as part of the vision for Wales to be a nation of sanctuary providing a safe haven for those fleeing persecution .</p>
<p>Name of Service area: Policy Performance and Scrutiny</p>	<p>Date: 23/5/21</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	It is likely that the resettlement will involve families with younger children who are likely to benefit positively from the opportunities available in Monmouthshire.	Children arriving from other nations may take time to adjust, for example to new school environments and learning a new language.	Ensure that we work with partners across all services to maximize the opportunities available to people of all ages who participate in the scheme. Plan for any new pupils and engage with local schools.
Disability	There are no specific impacts identified at this stage.	Having experienced trauma in their home nations new arrivals may have acute mental health issues.	We need to ensure that any arrivals with disabilities are able to access appropriate health services.

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?
Gender reassignment	There are no specific impacts identified at this stage	There are no specific impacts identified at this stage	
Marriage or civil partnership	There are no specific impacts identified at this stage	There are no specific impacts identified at this stage	
Pregnancy or maternity	There are no specific impacts identified at this stage	There are no specific impacts identified at this stage	
Race	The scheme will offer improved opportunities to people of different nationalities.	Crossing cultures can be difficult in any context. Newly-arrived asylum seekers may have limited knowledge of UK culture and could experience difficulties settling into local communities.	<p>There is the potential to work with local groups such as Abergavenny Town of Sanctuary which helps people and challenging misconceptions about refugees and asylum seekers.</p> <p>Officers and partner agencies need to to anticipate where important differences or misunderstandings might occur with issues such as religion and ethnicity, food and drink, naming conventions, marriage, and child safeguarding.</p> <p>Many asylum will not be able to read or speak English, so putting in place arrangements interpreting and translating is essential</p>

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?
Religion or Belief	Many of those seeking asylum will be doing so following religious persecution in their home countries and so asylum will offer them the opportunity to live in a society which is more tolerant of diverse religious beliefs	It is possible that some people may be subject to discrimination or prejudice after arriving in the UK.	Work with local groups such as Abergavenny Town of Sanctuary which helps people and challenging misconceptions about refugees and asylum seekers.
Sex	There are no specific impacts identified at this stage	There are no specific impacts identified at this stage	
Sexual Orientation	There are no specific impacts identified at this stage	There are no specific impacts identified at this stage	

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.

	Describe any positive impacts your proposal has in respect of people suffering socio economic disadvantage	Describe any negative impacts your proposal has in respect of people suffering socio economic disadvantage.	What has been/will be done to mitigate any negative impacts or better contribute to positive impacts?
Socio-economic Duty and Social Justice	We will seek to ensure equality of opportunity for asylum seekers where this is possible within the context of EU immigration law.	Asylum seekers will be unable to work and will not receive the same level of financial support as UK residents. They will be at greater risk of poverty and the associated disadvantages and lack of opportunities	Ensure appropriate accommodation is secured for new arrivals. This must be affordable and sustainable.

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>Policy Making</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 identified at this stage</p>	<p>No specific impacts identified at this stage</p>	
<p>Operational</p> <p>Recruitment & Training of workforce</p>	<p>No specific impacts identified at this stage</p>	<p>No specific impacts identified at this stage</p>	
<p>Service delivery</p> <p>Use of Welsh language in service delivery</p> <p>Promoting use of the language</p>	<p>No specific impacts identified at this stage</p>	<p>Asylum seekers are unlikely to have any knowledge of the Welsh language which may limit their ability to engage in some cultural activities.</p>	<p>Ensure that those arriving in the county are offered the opportunity to learn the Welsh language.</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?
A prosperous Wales Efficient use of resources, skilled, educated people, generates wealth, provides jobs	No specific impacts identified at this stage	No specific impacts identified at this stage
A resilient Wales Maintain and enhance biodiversity and ecosystems that support resilience and can adapt to change (e.g. climate change)	No specific impacts are identified against this goal.	No specific impacts or actions are identified against this goal.
A healthier Wales People's physical and mental wellbeing is maximized and health impacts are understood	Those seeking asylum may have experienced significant trauma and are likely to need additional levels of health support.	Ensure effective communication with health professionals including local GPs
A Wales of cohesive communities Communities are attractive, viable, safe and well connected	Communities can grow and thrive from diversity and exposures to the ideas and cultures of those from other nations..	Inform and prepare local communities for the arrival of asylum seekers will be an essential part of the dispersal scheme process. Work with the authority's Prevent Lead to ensure appropriate advice and awareness raising.
A globally responsible Wales Taking account of impact on global well-being when considering local social, economic and environmental wellbeing	Offering sanctuary to people fleeing persecution in other nations is a positive contributor to global well-being.	
A Wales of vibrant culture and thriving Welsh language Culture, heritage and Welsh language are promoted and protected. People are encouraged to do sport, art and recreation	Cultures can thrive from diversity. New settlers are unlikely to have any knowledge of Welsh language or culture	Ensure that those arriving in the county are offered the opportunity to learn the Welsh language and understand cultural traditions.
A more equal Wales	Assisting those who have struggled in their home countries will help them fulfill their potential and offer	

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?
People can fulfil their potential no matter what their background or circumstances	a positive contribution to local communities in the time they live with us.	

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>	<p>The asylum dispersal scheme is short term in nature as it seeks to accommodate people while their claims are processed. If granted settled status people may choose to move to another part of the UK.</p>	
 <p>Collaboration</p> <p>Working together with other partners to deliver objectives</p>	<p>This paper is seeking a decision in principle to engage in the scheme and so we have not yet begun any collaborative activity beyond learning from others experiences</p>	<p>A number of authorities in Wales are asylum dispersal areas. We will collaborate with these directly and via the WLGA to learn and develop our approach. We will also collaborate with statutory partners, the voluntary sectors and local groups and charities</p>
 <p>Involvement</p> <p>Involving those with an interest and seeking their views</p>	<p>Following a decision of Cabinet further involvement will be undertaken to involve a broad range of stakeholders in shaping the proposals.</p>	

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="152 496 291 523">Prevention</p> <p data-bbox="344 256 506 555">Putting resources into preventing problems occurring or getting worse</p>	<p data-bbox="546 256 1234 323">Engaging in this scheme will prevent existing asylum dispersal areas becoming over-whelmed.</p>	
 <p data-bbox="152 836 291 863">Integration</p> <p data-bbox="344 600 517 858">Considering impact on all wellbeing goals together and on other bodies</p>	<p data-bbox="546 600 1323 746">.This paper is seeking a decision in principle to engage in the scheme. We have yet to identify how this work will be integrated with other projects although some initial work has been done e.g. in housing.</p>	<p data-bbox="1352 600 2101 692">We will engage with partners across the PSB where relevant to integrate this programme into others within the well-being plan.</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?

	Describe any positive impacts your proposal has	Describe any negative impacts your proposal has	What will you do/ have you done to mitigate any negative impacts or better contribute to positive impacts?
Safeguarding	No specific impacts are identified against this goal at this stage. However it will be kept under review as more information is identified.	.It is not known at this stage where asylum seekers will be from. However, there could be differences in how other cultures approach matters such as physical punishment and the age at which children are expected to start work.	Communicate this cultural information to schools, social workers and other front-line staff likely to be involved with families so parents can be approached sensitively. Inform arriving families are informed about laws in the UK in the first weeks of arrival, and implications of non-compliance.
Corporate Parenting	No specific impacts are identified against this goal	No specific impacts are identified against this goal	

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

We have drawn on previous experiences of the authority in operating the Syrian Resettlement Scheme.
 Data shows that the highest number of asylum seekers are in the 25-29 age range
 Guidance on commissioning health services for Asylum Seekers - https://www.midlandsandlancashirecsu.nhs.uk/download/publications/equality_and_inclusion/Asylum-Guidance.pdf
 Nation of Sanctuary – Refugee and Asylum Seeker Plan (Welsh Government) - <https://gov.wales/sites/default/files/publications/2020-06/progress-report-update-june-2020.pdf>

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?

.This section should summarise the key issues arising from the evaluation. This summary must be included in the Committee report template

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
Form a working group of key professionals in the local authority and partner agencies to plan for the scheme	July 2021	Head of Policy Performance and Scrutiny
Liaise with the Prevent lead officer to ensure risks are fully understood and mitigated	July 2021	Head of Policy Performance and Scrutiny

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.

Version No.	Decision making stage	Date considered	Brief description of any amendments made following consideration
1	Cabinet / SLT Consultation	27/5/21	No changes required to the impact assessment.