



<p><b>Name of the Officer</b> Matthew Gatehouse</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 ensure that Monmouthshire plays its part in accommodating and supporting staff who have supported British armed forces as part of the UK Government Afghan Relocation and Assistance Policy.</p>
<p><b>Name of Service area:</b> Policy Performance and Scrutiny</p>	<p><b>Date:</b> 6/9/21</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 some families with younger children who are likely to benefit positively from the opportunities available in Monmouthshire.	Children arriving from Afghanistan may take time to adjust, for example to new school environments and learning a new language.	<p>Ensure that we work with partners across all services to maximize the opportunities available to people of all ages who are resettled in the UK.</p> <p>Plan for any new pupils and engage with local schools.</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?
Disability	There are no specific impacts identified at this stage.	Having experienced trauma, as a result of the need to rapidly depart Afghanistan, new arrivals may suffer with some anxiety and mental health issues. Some arrivals may also have physical disabilities.	We need to ensure that any arrivals with disabilities are able to access appropriate health services. The resettlement team will work with relevant colleagues (e.g. Occupational Health advisors) to ensure any properties and support take account of access needs.
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	Families that arrive may be expecting a child, or have a young baby.	The resettlement support team will ensure that appropriate services are provided to expectant mothers or young babies and that properties are suited to need.

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	<p>The scheme will offer improved opportunities to people of different nationalities.</p>	<p>Crossing cultures can be difficult in any context. Newly-arrived families may have limited knowledge of UK culture and could experience difficulties settling into local communities. However this is likely to be lesser for the translators and support staff who have been working on a daily basis with British citizens in Afghanistan, in some cases, for up to 20 years.</p>	<p>There is the potential to work with local groups such as Abergavenny Town of Sanctuary which plays an active role in challenging misconceptions about refugees. The Community Cohesion Officer in MCC will also be supporting the resettlement scheme to ensure any emerging tensions are mitigated.</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. The resettlement and cohesion teams will provide culturally and linguistic appropriate integration support, including cultural orientation.</p> <p>Some family members may not be able to read or speak English, so putting in place arrangements interpreting and translating will be important but it is likely that at least one family member will speak English as a result of their roles. The resettlement team are also funded to provide ESOL (English for Speakers of Other Languages) to resettling families.</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	The policy will offer 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. The majority of Afghan families are likely to be Muslim, and it is recognized that there is not currently a Mosque in Monmouthshire for families to practice their faith.	Work with local groups such as Abergavenny Town of Sanctuary. The cohesion and resettlement teams will also support families with access to places of worship and monitor any emerging community tensions.
Sex	People experience greater freedom and opportunities than they would had they remained in a nation controlled by the Taliban.	It is recognized that gender roles may be perceived differently dependent on socio-cultural factors.	The resettlement and cohesion teams will provide culturally and linguistic appropriate integration support, including cultural orientation.
Sexual Orientation	People experience greater freedom and opportunities than they would had they remained in a nation controlled by the Taliban.	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.

	<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>	We will seek to ensure equality of opportunity for those who settle within the UK.	Locally Employed Staff will be eligible for benefits within 3 months of their arrival meaning they will soon receive the same level of financial support as UK residents. However, it may take time to secure suitable employment placing them at increased short-term risk of experiencing poverty.	Ensure appropriate accommodation is secured for new arrivals. This must be affordable and sustainable. The resettlement team will assist in supporting families to access employment opportunities.

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

<b>How does your proposal impact on the following aspects of the Council's Welsh Language Standards:</b>	<b>Describe the positive impacts of this proposal</b>	<b>Describe the negative impacts of this proposal</b>	<b>What has been/will be done to mitigate any negative impacts or better contribute to positive impacts</b>
<b>Policy Making</b>  Effects on the use of the Welsh language,  Promoting Welsh language  Treating the Welsh language no less favourably	No specific impacts identified at this stage	No specific impacts identified at this stage	
<b>Operational</b>  Recruitment & Training of workforce	No specific impacts identified at this stage	No specific impacts identified at this stage	
<b>Service delivery</b>  Use of Welsh language in service delivery  Promoting use of the language	No specific impacts identified at this stage	Arrivals are unlikely to have any knowledge of the Welsh language which may limit their ability to engage in some cultural activities.	Ensure that those arriving in the county are offered the opportunity to learn the Welsh language.

**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!

<b>Well Being Goal</b>	<b>Does the proposal contribute to this goal? Describe the positive and negative impacts.</b>	<b>What actions have been/will be taken to mitigate any negative impacts or better contribute to positive impacts?</b>
<b>A prosperous Wales</b> 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
<b>A resilient Wales</b> 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.
<b>A healthier Wales</b> People's physical and mental wellbeing is maximized and health impacts are understood	Families are likely to have experienced significant trauma and are likely to need additional levels of health support.	Ensure effective communication with health professionals including local GPs. Close linked exist with ABUHB specialist teams who provide health screenings for families on arrival.
<b>A Wales of cohesive communities</b> 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 families will be an essential part of the relocation process.  Work with the authority's Prevent Lead to ensure appropriate advice and awareness raising.
<b>A globally responsible Wales</b> 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.	
<b>A Wales of vibrant culture and thriving Welsh language</b> Culture, heritage and Welsh language are promoted and protected. People	Cultures can thrive from diversity. New settlers are unlikely to have any knowledge of Welsh language of culture	Ensure that those arriving in the county are offered the opportunity to learn the Welsh language and understand cultural traditions.

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?
are encouraged to do sport, art and recreation		
<b>A more equal Wales</b> People can fulfil their potential no matter what their background or circumstances	Resettlement will help people fulfill their potential and offer 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>Balancing short term need with long term and planning for the future</p> <p><b>Long Term</b></p>	While the immediate challenge is short term, the council's commitment to be a county of sanctuary is grounded in the desire for Monmouthshire to be a welcoming place where people will settle and make an active contribution for many years to come, while minimizing long-term harms to those assisted compared to the long-term outcomes they would have expected to experience in Afghanistan.	
 <p>Working together with other partners to deliver objectives</p> <p><b>Collaboration</b></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	We will collaborate with others involved in the scheme, The Home Office and the Wales Strategic Migration Partnership hosted by the WLGA to continuously develop our approach. We will also collaborate with statutory partners, the voluntary sectors and local groups and charities

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="141 480 297 504"><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 1301 320">Further involvement will continue to involve a broad range of stakeholders in shaping the proposals.</p>	
 <p data-bbox="152 759 293 783"><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 1323 679">Engaging in this scheme will prevent the immediate challenges of finding accommodation being concentrated in a small number of areas and will prevent individual families potentially coming to harm, under the new government in Afghanistan as a result of their work for the UK Government</p>	
 <p data-bbox="159 1098 300 1121"><b>Integration</b></p> <p data-bbox="349 858 517 1121">Considering impact on all wellbeing goals together and on other bodies</p>	<p data-bbox="544 858 1301 922">.This work will be integrated with other projects focused on community cohesion.</p>	<p data-bbox="1350 858 2063 954">We will engage with partners across the Public Service Board 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?**

	<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	No specific impacts are identified against this goal at this stage. However it will be kept under review as more information is identified.	.There are likely to be differences in peoples understanding of safeguarding practices, particularly their perceptions of authorities, including police and social services.	<p>Communicate any relevant cultural information to schools, social workers and other front-line staff likely to be involved with families so issues can be addressed sensitively.</p> <p>Inform arriving families are informed about laws in the UK in the first weeks of arrival, and implications of non-compliance.</p> <p>The resettlement and cohesion teams will provide culturally and linguistic appropriate integration support, including cultural orientation.</p>
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 2014 Afghan Translator Resettlement and the later Syrian Resettlement Scheme. [https://www.midlandsandlancashirecsu.nhs.uk/download/publications/equality\\_and\\_inclusion/Asylum-Guidance.pdf](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>

Engagement with Afghan families living in south east Wales has been undertaken by the Community Cohesion Officer to get a fuller understanding of languages and religion.

## 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?

There are a number of equalities and safeguarding issues. These include some of the difficulties that will be associated with arrivals living in a different cultural context which could cause difficulties settling into new communities. The majority are likely to be Muslim and there is not currently a mosque in the county for families to practice their faith. Army translators will be eligible for benefits after 3 months residing in the UK which means risks of poverty will be significantly lower than those arriving through the Asylum Dispersal Scheme. Given the nature of their arrival in the UK some may need emotional support or access to mental health services and close links with ABUHB will ensure that health screening takes place on arrival.

The resettlement and cohesion teams will provide culturally and linguistic appropriate integration support, including cultural orientation, employment support and access to training in English for Speakers of Other Languages (ESOL).

## 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	August 2021	Head of Policy Performance and Scrutiny
Liaise with the Prevent lead officer to ensure risks are fully understood and mitigated	August 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.**

<b>Version No.</b>	<b>Decision making stage</b>	<b>Date considered</b>	<b>Brief description of any amendments made following consideration</b>
1	Officer Development	25/8/21	Refinement of impact on potential characteristics following review if impact assessment by Connected Communities Manager
2	Cabinet – Informal Consultation	-	No amendments made