



South Cambridgeshire District Council Equality Impact Assessment (EqIA)

Introduction – Please read

Equality Impact Assessments (EqIAs) allow the Council to:

- Show that the Council are meeting its legal duty, demonstrating due regard for the provisions of the [Public Sector Equality Duty](#) as below:
 - Eliminate unlawful discrimination, harassment, and victimisation
 - Advance equality of opportunity between those who share a protected characteristic and those who do not
 - Foster good relations between those who share a relevant protected characteristic and those who do not
- Methodically consider and assess the impacts of proposals across the [nine protected characteristics](#)
- Allow the Council to develop and implement high quality proposals that maximise positive outcomes for all.

EqIAs should be completed during the development and review of all Council policies, strategies, procedures, projects or functions. Where there is any doubt, the completion of an EqIA is always recommended.

When the form is completed, please send an electronic copy to equality.schemes@scambs.gov.uk. Further support and guidance available on Insite or contact the Policy and Performance Team.

Equality Impact Assessment Complete Form

Section 1: Identifying Details

- 1.1 Officer completing EqIA:
Ana-Maria Pitis
- 1.2 Team and Service:
Communities Team
- 1.3 Title of proposal:
Homes for Ukraine
- 1.4 EqIA start date:
26/07/2022
- 1.5 Proposal implementation date:
26/07/2022
- 1.6 Who will be responsible for implementing this proposal (Officer and/or Team):
Communities Team

Section 2: Proposal to be Assessed

- 2.1 Type of proposal:
Project
If other, please specify
[Click or tap here to enter text.](#)
- 2.2 Is the proposal:
New
- 2.3 State the date of any previous equality impact assessment completed in relation to this proposal (if applicable):
[Click or tap to enter a date.](#)

2.4 What are the headline aims of the proposal and the objectives that will help to accomplish these aims? (Max 250 words)

To support Ukrainian Refugees arriving in our district. The Scheme is open to Ukrainian Nationals who were residents in Ukraine prior to 01/01/2022 and also to their immediate family members. The scheme allows individuals who have been approved to accommodate and to sponsor named people from Ukraine. Guests will be able to live and work in the UK for up to 3 years and access benefits, healthcare, employment and other means of support available. Those arriving need to meet the standard security checks prior to being issued with a visa. Sponsors and all adults in sponsors' households will also be subject to DBS checks and accommodation checks. Council also supports hosts and guests with monthly payments to sponsors of £350 as well as a one off payment of £350 to the guests made within 48 hrs of their arrival. Once guests arrive, welfare visits will take place where officers will meet with the host and guests both together and separately to see how they are getting on. Guests will have the opportunity to seek advice from the officer who will give them information or signpost for further information. If guests are children under 18, information is also sent to Early Health Team, who will be able to take over if any issues arise. The project is also facilitating a range of community-based / community-led projects, which are detailed below.

2.5 Which of the Council's equality objectives (as detailed in the Council's Equality Scheme) does this proposal link to or help to achieve?

- Identify, prioritise and deliver actions that will narrow the gap in outcomes between disadvantaged groups and the wider community
- SCDC is an employer that values difference and recognises the strength that a diverse workforce brings.
- Protected characteristic groups have a voice and are represented in forming the future shape of the district.
- None.

2.6 Which groups or individuals will the proposal affect:

- Service Users Councillors
 External Stakeholders Other
 Employees

If other, please specify Residents in the district who are hosting as well as other residents in the district who aren't hosting. External Stakeholders such as AFT Group, CamRuss Society, A Learning Place Ltd, OWL Bikes, TAG Bikes and Camtrust.

2.7 Broadly speaking, how will these groups or individuals be affected? (you will be asked to provide more detail on the specific impacts on different protected characteristic groups later in the form) (max 250 words)

Guests will be supported to live within the district with host families. This includes signposting to employment and access to services. Host families receive monthly payments as well as communications and workshops to understand the trauma refugees have gone through. Employees, Councillors and representatives of the Council are working to maintain and put arrangements into place. In some instances employees may have been seconded to, employed specifically for this project or been given extra duties in order for this project to take off and be delivered to the highest standard. If the host/guest placement has broken down, is no longer safe or the hosts want the guest to leave, we take the responsibility to move the guests and find a suitable home, this can be via re-matching, temporary accommodation, a temporary host, Travelodge Hotel or guest houses or independent living. This may have an impact on the housing register because guests have the right to submit a homeless application and be placed on the housing register, putting them in direct competition with current people seeking help to find a suitable home, however this is not something we have come across as of yet and we are working towards finding a better solution for the matches that are not working.

- 2.8 If any part of the proposal is being undertaken by external partners, please specify how the Council will ensure that they will meet equality standards?
(Max 250 words)

This project involves extensive work with partners, from charities providing bikes, English lessons and wellbeing support, to host families. Due to the fact that this project is responding to a crisis some of the work to identify service or product suppliers has been exempt from usual council processes. Host families are subject to DBS checks, welfare checks and home checks to ensure guest safety and suitability of accommodation. The Council also works closely with County Council and the Early Help Team when it involved a child under 18 and Adult Early Help Team if living with a disability.

Section 3: Evidence and Data

- 3.1 Describe any work you have done (this could include consultation) to understand any effects on groups of people, including those within [9 protected characteristic groups](#)? Please list any key sources (e.g. web-search, previous versions of document, customer feedback etc) that you used to reach your conclusions.
(Max 250 words)

The key sources used in order to reach our decision are a combination of central government guidance, learning from other councils, data provided from central government 'Foundry' system about general characteristics of guests who have been matched with host families. Additional information has also been presented to Cabinet. At the outset of this project there was a limited amount of information available upon which to identify specific impacts, however we continue to communicate and receive feedback from both hosts and guests. This allows us to continue to learn about specific impacts on an ongoing basis and adjust our plans for support accordingly.



3.2 If you have not undertaken any consultation, please detail why not, or when consultation is planned to take place.

(Max 250)

We have held and planning to continue holding online and in-person support, guidance and networking sessions where necessary. This allows us to not only provide information to hosts and guests, but also gather feedback, questions, and comments. Examples of points that were raised included the need for English lessons and confusion/lack of clarity around the application/hosting process. Opportunities for the provision of feedback from hosts and guests will continue throughout the project. We have asked community groups to self-identify where they're providing support so that we can help them advertise this. And more recently we ran a survey/expression of interest form to find out if current hosts and potential hosts are still interested in having guests over or continuing hosting after the initial 6 months. Another survey will be issued soon to establish what support is needed by guests regarding employment opportunities.

Section 4: Impact of proposal on those with protected characteristics

4.1 Please select all characteristics that may or will be impacted (positive or negative). When providing details of the impact please consider the following questions

- whether each impact is positive, neutral or negative
- whether it is a high, medium or low impact. (both the number of persons affected and the severity of the impact)
- you will be asked to set out actions to manage these impacts in the following question (4.2)

All - general to all protected Characteristics.

Details: [Click or tap here to enter text.](#)

Age



Details: A large proportion of families being hosted include children. DBS and welfare checks are undertaken to guard the safety of guests living with host families. Early Health Team is also informed who take over any issues regarding children under 18. We are aware that younger children can find it easier to settle than older children. English classes and also trying to support with a bit of a youth focus – e.g. facebook page for teenage guests. We've decided to provide £300 per month, which matches the Universal Credit reward, to any students coming in the UK who are still studying at university in Ukraine and are unable to claim Universal Credit. We have run a report and have confirmed we have under 30 guests over the age of 60 in the district. These have been and will be advised about charities and support available such as Age UK.

Disability

Details: Some guests who are being hosted have disabilities. The Welfare team are available to help with adaptation for disabled guests such as needing a ramp on front door or handles on wall to support getting up, however Adult Early help are expected to pick cases up and give the support needed. We have found that there aren't any guests with severe disabilities in our district. Equally some of our host families also include disabled family members and we supporting these families with information and signposting to relevant charities and community groups.

Gender reassignment

Details: Click or tap here to enter text.

Marriage and Civil Partnership

Details: Click or tap here to enter text.

Pregnancy and maternity

Details: Many of the guests being hosted have young children and there is also the potential for some to be pregnant. We are making sure that they know how to register with a GP if they haven't already.

Race

Details: Guests who leave their hosted environment are typically presented with a rental property that is unfurnished. To assist them with essential furniture and white



goods, we have launched an initiative in which we will provide essential furniture and white goods up to £2000. An officer would do an initial assessment to determine the exact family needs and financial assessment to determine whether they need this support; a list would then be submitted to the supplier, and the furniture would be purchased and delivered. A potential issue might be that those who are homeless outside of the HFU scheme might feel at disadvantage for not being offered the same opportunity for furniture. In order to be inclusive, this scheme may also be made available to other households who are homeless and approach us for assistance. We are having a positive impact by providing support to Ukrainian nationals fleeing conflict. We are offering and funding English Language Lessons to encourage guests to develop their spoken and written English as well as signposting to jobs, providing means of transport such as bicycles and bus tickets. We are also taking into account their physical and mental wellbeing making sure there are activities available and they are aware of things going on within the district through our weekly newsletter, an example of this is the Cambridge Botanic Garden tickets we have available for free entry to the gardens. We are mindful of the potential for sensitivities around cultural difference that may exist between guests and other South Cambs residents. We also have translation service available and are able to offer information in Ukrainian whenever needed in order to make it easier and more accessible for them.

Religion and belief

Details: We are mindful of the potential for sensitivities around religious differences that may exist between guests and other South Cambs residents however this is not something we are actively advertising. We are also trying to make sure when it comes to rehousing that the guests we do take account of their religion in terms of location where possible.

Sex

Details: A lot of the guests that we have are female as many Ukrainian males have remained in Ukraine and are fighting within the conflict. DBS and welfare checks are undertaken to guard the safety of guests living with host families.



Sexual orientation

Details: All Communities projects are open and available to guests regardless of their sexual orientation.

Other (socio economic, rural isolation, covid)

Details Due to the rural nature of our district, it is difficult for guests to get around therefore we are providing free bikes to those who apply for one as well as 10 Stagecoach bus tickets. Because of the rurality of the district we have also decided to give the payment to guests as a pre-paid card as opposed to cash or require them to go to a post office to pick it up making it easy for them to access their funds when needed. We are also aware of the increased living costs, the original payment amount was £200 and it has been decided by the Council and County to increase this to £350 per person, in order for guests to be able to afford all necessities and venture out in order to not feel isolated. The rurality of the district has also made slightly more difficult for guests to find local jobs and many are applying to jobs in Cambridge. Rematching could also be problematic due to the rurality of the district, if a child goes to school in a village and they need to be rematched, it will be difficult to find a home close enough however we make our best to try and make that happen, for the child to continue going to the respective school. We are also providing support for them to claim benefits such as Universal Credit, Pension, Child Benefits any disabilities benefits such as PIP, DLA.

None of the above

4.2 Considering the above impacts you have identified above, please detail any actions (specific or general) which may help to enhance or mitigate impacts.

Please include the timescale for completing the action.

Action and timescale	Officer
Moving on project – trying to mitigate some of the impacts of hosts not continuing to host such as rematching/rehoming and planning for the next steps.	Click or tap here to enter text.

Click or tap here to enter text.	Click or tap here to enter text.
Click or tap here to enter text.	Click or tap here to enter text.
Click or tap here to enter text.	Click or tap here to enter text.

4.3 How will you monitor that the above actions have been completed and that this proposal, once implemented, is impacting fairly on everyone it affects? In answering this question, please include information about feedback you will seek and/or data you will collect and analyse, and how often you will do this

The above will be monitored through regular meetings with the portfolio holder, updates to Cabinet, general review of progress and feedback from hosts and guests.

Section 5: Summary

5.1 Briefly summarise the key findings of the EqIA and any significant equality considerations that should be taken into account when deciding how to proceed with the proposal (this section can be included within the 'equality implications' section of any committee reports). (Max. 250 words)

This EqIA has identified many of the impacts of this project on the different protected characteristic groups. On the whole this work is seen to be having a significant positive impact to a number of protected characteristic groups, and where there is the possibility for any negative impacts or particular difficulties, we have identified actions to try and mitigate these. Some examples of significant equality considerations are to do with the rurality of the district and socio economic aspect. We are providing free bikes to those who apply for one as well as 10 Stagecoach bus tickets. Pre-paid cards are also given to guests instead of cash so they can access their funds when needed easily without having to go to a bank or post office. The original payment amount was £200 per person, but this has been increased to

£350 as a result of increased living costs as well as allowing guests to venture out of the villages and explore Cambridge and surround areas. We are encouraging positive impacts through this project by offering and funding English Language Lessons to encourage guests to develop their spoken and written English, having the help and involvement of community members while also taking into account their physical and mental wellbeing making sure there are activities available for them to take part in. This effort has demonstrated that even in times of uncertainty, the community can join together and create a safe and welcoming environment.

5.2 Confirm the recommendation of the officer completing the EqIA:

Proceed with the proposal (with any actions identified as required within Section 4 of the EqIA). Analysis demonstrates that the proposal is robust, we have taken all appropriate opportunities to advance equality and foster good relations between groups.

Reject the proposal: Analysis demonstrates that the proposal will cause unlawful discrimination and it must be removed or changed

Section 6: Sign Off

6.1 Signature of individual completing EqIA:



6.2 Date of completion:

13/09/2022

6.3 When will this proposal next be reviewed and who will this be? (when in doubt 3 years minimum)

13/09/2025

6.4 Approving officer signature *, this should be your Head of Service, Service Area Manager, or Project Sponsor:



A handwritten signature in black ink, appearing to be 'A. Smith'.

6.5 Date of approval:
13/09/2022

Please send the completed document to Equality.Schemes@scambs.gov.uk for publishing on the website.

**in the event that this EqIA is completed by Head of Service, then no additional approving signature is required.*