

Equality Impact Assessment: Angus New Scots Refugee Integration Strategy 2025-30

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Is this proposal a high-level strategy? No

Type of proposal: policy;

What type of assessment is required? full

Overview

Directorate or service. If the proposal involves more than one directorate or service, name the lead one: Vibrant Communities & Sustainable Growth.

Give details of any legislation relevant to this proposal: Immigration and Asylum Act 1999.

What is being proposed? A 5 year strategy to deliver resettlement and integration support to refugee and displaced families coming to Angus through UK Resettlement Schemes.

Is this a new policy or a review of an existing policy? New proposal -

Impact

All the group(s) of people your proposal involves or affects: Members of the public.

What internal data, such as customer satisfaction surveys, equality monitoring data and customer complaints, have you gathered to discover what impact (positive or negative) your proposal will have on people? We are a new service which became fully operational in 2024.

The strategy is aligned to the New Scots Refugee Integration Strategy 2024.

We have consulted the Resettlement Strategic Oversight Group and Co-ordinating Group on

the content of the strategy.

All our service users are refugees, displaced families and asylum seekers.

Our operational plan 2025/26 identifies the need for a full EIA across our work in 2025

As part of Vibrant Communities including CLD, our work is focused on reducing inequalities

We have just completed our first annual self evaluation which includes feedback from service users. This has been used to develop our 2025 / 26 operational plan.

What internal consultation, for example with staff, trade unions and affected services, have you gathered to discover what impact (positive or negative) your proposal will have on people? We have consulted with the services that are around the partnership - i.e education, health, housing, Welfare Rights, Social Work, Employability.

What external data, such as census data, equality reports, equality evidence finder, performance reports, research and statistics have you gathered to discover what impact (positive or negative) your proposal will have on people?

We use new arrival data and deliver full wrap around support to new Scots, as set out in funding criteria from the UK and Scottish Government.

What external consultation have you done, with partner organisations, national organisations, other councils, community groups and others, to discover what impact (positive or negative) your proposal will have on people? We involved partners in our self evaluation and have had partner discussions around the coordinating group on the strategy and the Operational plan.

What other consultation (if any) has been conducted that was not included above?

None.

Gaps

Are there any gaps in the equality information you currently hold? Yes.

Groups

Are there potential differential impacts on particular age groups? Neutral
Reason(s) for your answer: All age groups receive appropriate resettlement and integration support.

Are there potential differential impacts on people with a disability? Neutral.
Reason(s) for your answer: No direct impact on people with a disability.

Are there potential differential impacts on people with a gender reassignment?

Neutral.

Reason(s) for your answer: No direct impact.

Are there potential differential impacts on people with a marriage or civil partnership status? Neutral.

Reason(s) for your answer: No direct impact.

Are there potential differential impacts on people due to their race? Neutral.

Reason(s) for your answer: Race / country of origin is determined by criteria set out by UK and Scottish Governments in establishing UK Resettlement Schemes.

Are there potential differential impacts on people due to their sex? Neutral.

Reason(s) for your answer: No impact.

Are there potential differential impacts on people due to pregnancy/maternity?

Neutral.

Reason(s) for your answer: No impact.

Are there potential differential impacts on people due to religion or belief? Neutral.

Reason(s) for your answer: No impact. We cater for all ethnic and religious backgrounds.

Are potential differential impacts on people due to their sexual orientation? Neutral.

Reason(s) for your answer: No impact.

UNCRC

Which of the general principles apply to your proposal? Right to life survival and development (Article 6) ;

What impact will your proposal have on children's rights? We are a rights based service. Children will be encouraged to resettle and integrate with bespoke and AC Youth Work provision.

How will the proposal give better effect to the UNCRC in Scotland? Does not apply.

How will the impact be monitored? Does not apply.

How will you communicate to children and young people the impact of the proposal on their rights? Does not apply.

However, democracy and life in the UK are integral to our service and we actively encourage engagement of all age groups in influencing and decision-making processes.

Consultation

Have you consulted with any of the protected characteristic groups who are potentially negatively affected by the proposal? No

What are your reasons for not consulting with any of the protected characteristic groups who are potentially negatively affected by the proposal?

How did you do this?

What were the results?

Negative Impacts

What steps will you take to reduce or remove potentially negative impacts? Does not apply, as far as we are aware. We may identify some issues in our service EIA in 2025, which we will address if necessary.

Justification

If your proposal will have a negative impact, what is your justification for taking it forward? N/A

Public Sector Equality Duty

Does this proposal contribute to any, or all, of the public sector equality duty to? Yes.

We need to know how your proposal does this: We provide year round integration support and activity to all new Scots coming to Angus as part of a UK Resettlement Scheme.

Is there anything that could be done to advance equalities in relation to this proposal? We are working with Education in the development of the Angus Anti Racism framework.

Fairer Scotland Duty: Not Applicable.

Monitoring

How will you monitor and review your assessment in line with your proposal? We are a new service and as part of our service plan for 2025/26 we intend to undertake a service wide EIA and review each year.

Will this equality impact/fairer Scotland Duty/Children's Rights assessment be included with a committee report? Published with committee report.

Approvers

Reviewer Approval : Pauline McKay - McKayP@angus.gov.uk

Review Date : 05/03/2025 09:29

Manager Approval : Audrey Michie - Service Leader - Vibrant Communities

Approval Date : 07/03/2025 12:18