



Bringing people and places together

## Angus New Scots Refugee Integration Strategy 2025-29



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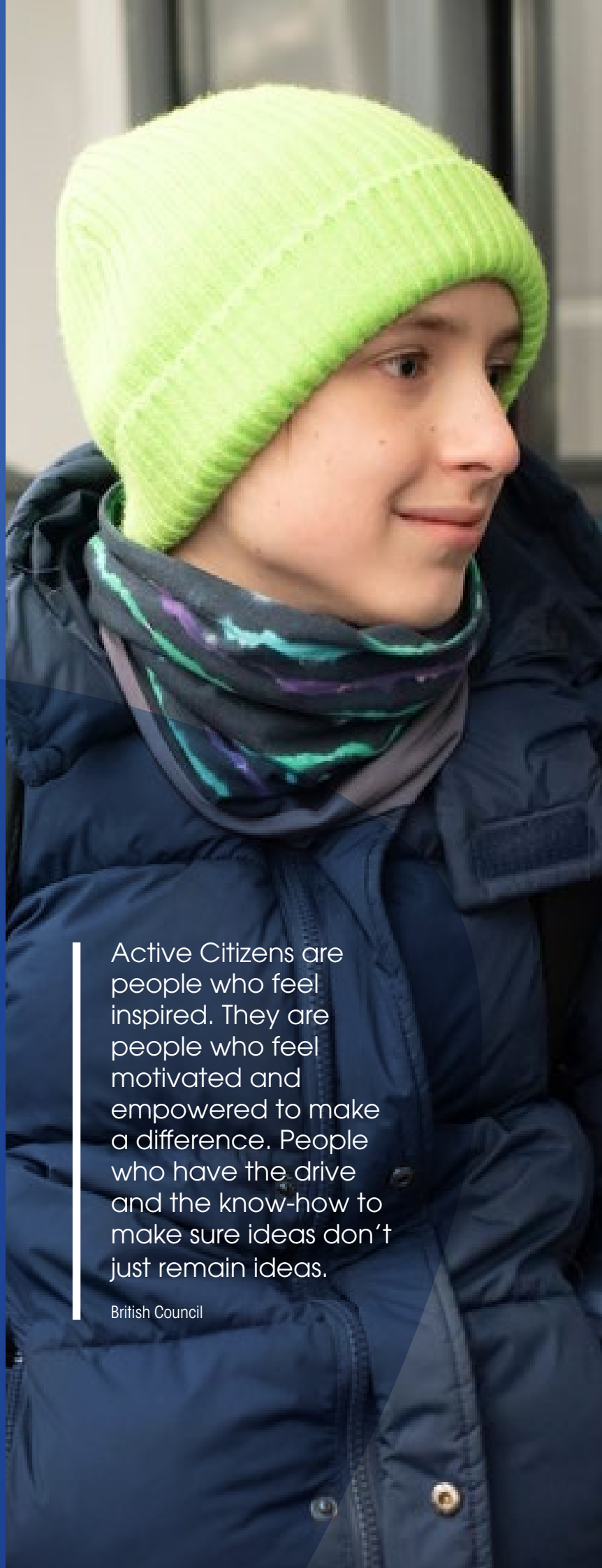
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Active Citizens are people who feel inspired. They are people who feel motivated and empowered to make a difference. People who have the drive and the know-how to make sure ideas don't just remain ideas.

British Council



## Introduction

The UK is a signatory to the 1951 UN Convention relating to the Status of Refugees (Refugee Convention) and the supporting 1967 Protocol. The 1951 Convention is the key legal document defining who a refugee is, establishing the rights of refugees and setting out the responsibilities of signatory states.

The New Scots Refugee Integration Strategy (NSRIS) 2024 sets out the national legislative context and vision and has 6 overarching principles:

- Integration from day 1
- A rights-based approach
- Restorative and trauma informed
- Involvement of people with lived experience of forced displacement
- Inclusive, intercultural communities
- Partnership and collaboration

## Angus Vision

In June 2019, all Scottish Local Authorities pledged to ensure that Scotland continues to play its part in supporting UK Resettlement Schemes.

The vision in Angus is to provide safety and refuge to people fleeing war and persecution in their home country. This is a two-way process which has positive outcomes for all involved, providing lifesaving, humanitarian response to those in the greatest need across the globe whilst also creating a more diverse and culturally rich landscape with social, cultural and economic advantages across the communities of Angus.

Our vision is to support new Scots refugees to reach their full potential by progression through the key stages of resettlement and with full active citizenship as the overarching outcome.

We will offer support throughout the resettlement process, although there is no way of determining exactly how long this will take as individuals adjust, adapt and progress at their own pace. In acknowledgement of this and to demonstrate our long term commitment to the resettlement and integration of new Scots, we will endeavour to provide support throughout an estimated period of 3-5 years from arrival.

## Our Approach

### 1. Full Resettlement & Integration Support from Day One

The key principle of the New Scots strategy is that refugees and asylum seekers should be supported to integrate into communities from day one of arrival, and not just once leave to remain has been granted. Integration is the long-term, two way process, which enables people to be included in society. Evidence shows that if people are able to integrate early, particularly into education and work, they make positive contributions in communities and economically.

NSRIS 2018-2022

We will:

- provide all new Scots with a key worker to support them on their journey from the day of arrival.
- undertake full resettlement assessments with each new arrival.
- provide wrap around support in the early days of arrival.
- support individuals to progress through the key stages to resettlement.
- maintain regular contact with all and offer appropriate opportunities to meet and engage with staff.
- engage local and national partner agencies to investigate and address safeguarding concerns.
- represent Angus and the new Scots in our area at national forums and influence UKRS where possible.



## 2. Safe, Secure Accommodation

Everyone needs their home to provide safety, stability, and community – especially those who have had to leave their home and start again. The communities we call home give us our sense of safety and belonging.

Most refugees will have experienced a great deal of displacement and poor treatment before arriving in the UK, making this feeling of safety even more important.

### Refugee Action

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There are several routes available to accommodate refugees. This will depend on the specific scheme individuals arrive in the UK under. Welcome accommodation is likely to be of a temporary nature and we will endeavour to support them to progress to more secure housing.

Housing should provide:

- safety
- stability
- privacy
- opportunities to connect with families, friends and wider community
- security
- meet needs of individuals
- independence

To continue to provide opportunities for new Scots from UK Resettlement schemes and enable resettlement progression for existing, Angus will, in partnership with members of the Housing Resettlement Group:

- Continue to support applications from Angus residents to host families from Ukraine.
- Continue to support guests living with hosts to find more secure accommodation.
- Work with third parties who can offer accommodation to host refugees from other UKRs and support with resettlement & integration services.
- Work with partners to identify opportunities within existing stock to support UK Resettlement Schemes.
- Set annual targets for property offers from all social housing partner landlords in Angus from 2025.
- Engage with UK & Scottish Governments and CoSLA to explore funding opportunities for additional housing provision to meet needs and demand in Angus, including temporary, permanent, repurposing of vacant, surplus and low demand existing properties.

### 3. Education, Employment & Training

Refugees face a unique set of barriers to landing a job, (re)starting their careers in the UK and applying their many skills and experiences to the UK labour market.

For refugees, a job is about more than simply making a living and gaining financial independence. It's a chance to make friends, be a part of the community and fully contribute to UK society – all with a new sense of purpose and identity. We cannot do this alone, so support from employers is vital.

Scottish Refugee Council

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An Employability group has been established with representatives from a range of employability support partners including, Angus Skills Team, JC+, Angus Health & Social Care Partnership, Voluntary Action Angus, Dundee & Angus College and ANGUSalive.

Through this partnership we will:

- hold events with partners to engage with individuals.
- gather data and analyse needs of refugees, including skills sets and career aspirations.
- develop an employer forum to facilitate employer engagement to match new Scots jobseekers to employment pathways.
- work with partners to develop an accessible pathway to qualification recognition and conversion.
- raise awareness and Maximise opportunities for training and work experience through Angus Skills Team.
- raise awareness of other partner opportunities through annual comms strategy, with support from Angus Council comms team.
- provide accessible bespoke employment support for new Scots (Strathairlie).
- support volunteering.
- support self-employment.
- explore opportunities and funding for innovative projects to meet employment needs and aspirations to progress careers and support financial inclusion.
- monitor progression to positive destinations including employment, education, training and volunteering.



## 4. Health & Wellbeing

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The Angus Health & Social Care Partnership's Strategic Commissioning Plan 2023-26 commits to ensuring services:

Take account of the particular needs of different service users and respects the rights and dignity of service users 2022 - 2024 whilst also complying with the Public Sector Equality Duty in line with the Equality Act 2010 and the Equality Act (Specific Duties) (Scotland) Regulations 2012.

Our equality outcomes:

- We will make all services accessible to meet the needs of people with a protected characteristic(s) to allow them to be as independent as possible.
- People with Protected Characteristic(s) and equality groups are able to make informed choices so they can have control over their own life.
- People with Protected Characteristic(s) will be involved in their own care to allow them access to services that meet their physical, cultural, religious and equality needs.
- Angus HSCP will promote an equality driven culture within the organisation.

They have developed and are implementing an Equalities Mainstreaming Report  
Equalities Mainstreaming Report 2022

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We will:

- support individuals to access health and social care services they need, including registration with GP on arrival.
- promote a trauma informed approach to families and individuals.
- respect cultural differences when delivering health and wellbeing support.
- promote national guidance on health matters for refugees.
- provide translation services and translated materials on services and support as required.
- offer support through one to one and drop-in sessions across Angus.
- involve families and individuals and the design and delivery of resettlement health and wellbeing support services.

## 5. Support to Gain Language Skills for Life and Work

Knowing how to speak English is fundamental for newly arrived refugees and migrants wanting to start a life in the UK. Not being able to speak the English language prevents many refugees from getting jobs, making friends and truly integrating with their new community.

International Rescue Committee

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In a recent survey of learners in Angus 78% were attending ESOL classes to improve their career prospects. This was followed by a desire to be able to support their children's learning and to build their confidence.

In response to this, we reviewed the format of our provision to provide a range of ESOL opportunities, both accredited SQA level and informal life skills sessions.

We aim to provide learners with skills in English for everyday life to support them navigate life in the UK and facilitate full resettlement and integrations including themed sessions on finding accommodation, accessing health services, securing new or better employment, family learning and other essential lifeskills to suit varying needs.

We will:

- provide appropriate opportunities for new Scots which enable them to gain language skills for life and work.
- coordinate ESOL across Angus from partner provider including D&AC and JC+.
- support learners to progress to positive destinations.
- provide opportunities for accreditation at all levels, formal and informal.
- engage volunteers to support service delivery and positive outcomes and career pathways for volunteers.
- respond to change and need/demand from new Scots, including AUSC.
- support community led speaking groups as a mechanism to practice English in different community settings.
- engage our learners and partners in developing the offer.



## 6. Supporting Community & Cultural Integration

Integration is the long-term, two-way process, which enables people to be included in society. Evidence shows that if people are able to integrate early, particularly into education and work, they make positive contributions in communities and economically.

NSRIS 2018-2022

To support new Scots to integrate and become successful, independent and active citizens, we will:

- embed democracy and citizenship in our work (citizenship sessions, democracy session, promoting voting rights).
- support community led speaking groups as mechanism to support community and cultural integration.
- interface with other active community organisations (Scouts, Rotary, Arbroath Community Council).
- provide opportunities for social and cultural integration within and out with Angus.



## Asylum

The Asylum Dispersal Scheme has seen the arrival of the first asylum seekers in Angus. Provision of accommodation and resettlement support is provided by Home Office contractors Mears and Migrant Help. If they receive a positive asylum decision and are granted refugee status they will receive support from the Local Authority through the Resettlement Service.

We will:

- work with Mears and Migrant Help to support new arrivals.
- offer appropriate support and signposting to asylum seekers.
- liaise with individuals, Mears and local housing providers to find appropriate accommodation as becomes necessary.
- provide resettlement support to asylum seekers as they transition to refugee status.
- seek guidance from the Home Office in the event of negative asylum decisions.

## Engagement/Partnership

We will:

- work closely with national partners and agencies to ensure compliance with national policy and that the needs of new Scots in Angus are represented nationally.
- work closely with local partners to develop services and projects that meet needs of new Scots in Angus.
- engage with new Scots in Angus, providing opportunities to influence service delivery.

## Monitoring and Evaluation

How we will do and how we will measure success

Year 1 Actions and Performance Indicators from Operational Plan:

- Scottish & UK Government reporting
- Report key data through Community Plan, CLD Plan, Service Plan
- Report through corporate performance management systems
- Report through CLDMS Key Performance Indicators

## Resources

The resource required to deliver the strategy will be met from resettlement scheme tariff funding from the UK and Scottish Government

We will:

- maximize income to Angus for Resettlement & Integration through government and other external funding as appropriate.