

Impact Assessment - First Stage

1. Details of the initiative

Initiative description and summary: ‘

Authority is being sought for the approval to suspend Corporate Contract Procurement Rules (CPR) and continue to contract with British Red Cross (BRC) to continue to provide generic and orientation support to families settled under the Syrian Resettlement Programme (SRP) (formally Syrian Vulnerable Persons resettlement programme (SVPR)).

10 families arrived over 2015 and 2016, and the SRP mandated that support be provided for the first year. Experience in Neath Port Talbot and elsewhere is that ongoing support is necessary depending on the needs of the families, but particularly as we plan for them to exit the programme and seek indefinite leave to remain.

The support provided to the families by BRC ends on the fifth anniversary of the family arrival in the UK, for example the support provided by BRC will cease this month for three families who arrived in December 2015

This report seeks to enable BRC to continue to provide support as (with the exception of one family) they have an excellent rapport and trusting relationship with the families, and it would be difficult for a new provider to develop that relationship with the relatively short time left remaining on the programme.

It is important to note that this support service relates only to the families accepted in the area under the SRP (formally SVPR scheme).

BRC have an established expertise in this respect, and have knowledge of the issues, concerns and challenges that the families continue to face, and have begun working with the families as they prepare to live independent lives without the safety net of this support service. The BRC have a close working relationship with the families and they have developed important and trusting relationships. It would be difficult for a new provider to establish this rapport and mutual trust at this late stage in the programme; and in the interest of their welfare and wellbeing, the recommendation is that the Council continue to commission BRC to maintain support to the families settled under the programme, until the scheme ends in November 2021.

Service Area: Partnerships & Community Cohesion

Directorate: Assistant Chief Executive and Chief Digital Officer

2. Does the initiative affect:

	Yes	No
Service users	✓	
Staff		✓
Wider community	✓	
Internal administrative process only		✓

3. Does the initiative impact on people because of their:

	Yes	No	None/ Negligible	Don't Know	Impact H/M/L	Reasons for your decision (including evidence)/How might it impact?
Age	✓					<p>Although to the support offered is by virtue of having been settled as part of the Home Office's SRP scheme this assessment considers the impact of the report on the group of people settled.</p> <p>The ages of the group are known</p> <p>Since the families arrived in Wales they have received support from BRC to enable them to settle and live in this country and be part of our communities.</p> <p>This support has been age relevant and the continuation by BRC of that support for the remaining life of the project, has a positive impact in respect of the protected characteristic of age</p> <p>The support offered to-date is age relevant and moving forward (if the recommendation is accepted), the impact is positive, for example helping people of working age seek employment, or helping the parent(s) claim</p>

					<p>appropriate benefits which means that the adults are positively impacted but also the children of the family, by ensuring they have an income. Further example is that the families are being supported (not legally) to progress their indefinite leave to remain applications which will give the adults and children settled status in UK, which is positive.</p> <p>If the recommendation is not approved the impact on the families in respect of age is likely to be negative as for example a support provider would not be in place in a timely manner to help them prepare for leaving the programme (at the end of five years), or if appointed in a timely manner the new Provider would not have time to build the trusting relationship necessary to provide support or their confidence to discuss issues relating to age for example health or income benefits</p>
Disability	✓				<p>Although the support offered is by virtue of having been settled as part of the Home Office's SRP scheme this assessment considers the impact of the report on the group of people settled.</p> <p>Any specific disabilities if declared will be known to the support worker who will provide support within the purview of the scheme, for example help with making disability related benefit claims, or help making hospital appointments or seeking help with adaptations. Therefore as with age, the recommendation if accepted will have a positive impact on the families who have disabilities.</p>

						As with age the impact would be negative if the recommendation were not accepted, as a new provider would not have the rapport and dialogue (even if appointed quickly) to help deal with these issues.
Gender Reassignment		✓				At this time it is considered there would be no impact on in relation to this characteristic.
Marriage/Civil Partnership	✓					The martial status is known and the orientation has been sensitive to this protected characteristic. The impact is therefore positive if the recommendation is approved, but likely to be negative if not, for the same reasons as set out above, hinging on the time left on the programme and the rapport and trust that exists
Pregnancy/Maternity	✓					The pregnancy /maternity status was known on arrival and through the working relationship with BRC is still known. The support offered has been sensitive to this issue for example support with making necessary appointments, and reassurance. Any change to the current situation is likely that the impact on families will be negative for the reasons set out above
Race	✓					The support offered is by virtue of having been settled as part of the Home Office's SRP scheme. The continuation of the support provider would have positive impacts with well trusted relationships continuing over a critical period for the families.
Religion/Belief			✓			The religion/beliefs are known in a general sense and for example support has been offered when the families arrived e.g. location of Mosques, and where Halal food, could be purchased. Families are well settled in this regard. Positive impacts have been realised with the support provided during the programme and although a wider

						support network is available in relation to religion/belief the longstanding trusted relationships with BRC remain. It is considered that any changes to the provider could have a negative impact for the reasons already stated.
Sex	✓					<p>Support given by BRC has been sensitive to the individuals and has been underpinned by the trusting relationships built up during the programme.</p> <p>Should there be a change to the provider the impact on the families is likely to be negative as for example a support provider would not be in place in a timely manner to help them prepare for leaving the programme (at the end of five years), or if appointed in a timely manner the new provider would not have time to build the trusting relationship necessary to provide support or discuss confidential issues.</p>
Sexual orientation		✓				At this time it is considered there would be no impact in relation to this characteristic.

Does the initiative impact on:

	Yes	No	None/ Negligible	Don't know	Impact H/M/L	Reasons for your decision (including evidence used) / How might it impact?
People's opportunities to use the Welsh language			✓		L	Opportunities to learn and use the Welsh language are available to all. Children attend local schools where Welsh is taught.
Treating the Welsh language no less favourably than English			✓		L	As above

4. Does the initiative impact on biodiversity:

	Yes	No	None/ Negligible	Don't know	Impact H/M/L	Reasons for your decision (including evidence) / How might it impact?
To maintain and enhance biodiversity			✓			This report refers to the provision of orientation into life in the UK, and an introduction to our common flora and fauna. But other than that this service would have no impact in this respect It is likely there will be no change as a result of this proposal
To promote the resilience of ecosystems, i.e. supporting protection of the wider environment, such as air quality, flood alleviation, etc.			✓			It is likely there will be no change as a result of this proposal

5. Does the initiative embrace the sustainable development principle (5 ways of working):

	Yes	No	Details
Long term - how the initiative supports the long term well-being of people	✓		The SRP is a time-limited programme, but not withstanding that the support is designed to ensure that families can settle in the UK long term and apply if desired for indefinite leave to remain. Therefore this support provides the strong foundations for the future life and life opportunities in the UK of these families, including secure housing, opportunities to learn, education, health care, seek employment, and getting to know and be part of our communities.

<p>Integration - how the initiative impacts upon our wellbeing objectives</p>	<p>✓</p>		<p>The support provided under the SRP is intended to provide the strong foundations for the future life and life opportunities in the UK of these families. While long term settlement in Neath Port Talbot is not guaranteed the support provided does help meet the Council's wellbeing objectives in relation to children and adults as well as the Public Services Board's objectives, in particular, but not exclusively: Support children in their early years, especially children at risk of adverse childhood experiences. Create safe, confident and resilient communities, focussing on vulnerable people</p>
<p>Involvement - how people have been involved in developing the initiative</p>	<p>✓</p>		<p>Prior to the arrival of the families and during the early stages of the programme (in particular) there was a multi-agency, cross sectoral working group, with all partners working together to prepare for the arrival of the families and provide the support they needed. Where issues have arisen we have taken a partnership approach to resolving.</p>
<p>Collaboration - how we have worked with other services/organisations to find shared sustainable solutions</p>	<p>✓</p>		<p>The delivery of the SRP programme has required a multi- agency approach, including colleagues from health, housing, education, South Wales Police, Department of Works and Pensions and many more partners. The outcomes of the programme are therefore consistent with the wellbeing objectives</p>
<p>Prevention - how the initiative will prevent problems occurring or getting worse</p>	<p>✓</p>		<p>As highlighted above this support is the strong foundation for the future life and life chances of those settled in the UK under the programme, focussing on ensuring people had secure affordable housing, access to health care, opportunities for learning, access to benefits/employment.</p>

7. Declaration - based on above assessment (tick as appropriate):

<p>A full impact assessment (second stage) is not required</p>	
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Reasons for this conclusion

The proposals contained in the report will have a positive impact on all those who are eligible for assistance irrespective of their protected characteristics.

A full impact assessment (second stage) **is** required

Reasons for this conclusion

	Name	Position	Signature	Date
Completed by	Claire Jones	Strategic Manager Partnerships & Community Cohesion	SCJones	26th November 2020
Signed off by	Karen Jones	Chief Executive		