



Equality Impact/Fairer Scotland Duty Assessment Form

(To be completed with reference to Guidance Notes)

Step 1

Name of Proposal

Temporary Modular Accommodation Ukrainian Displaced Persons

This relates to a request from the Scottish Government to participate in a pilot project to provide temporary modular accommodation for Ukrainian Displaced Persons (UDP) as an addition to the existing Welcome Hub hotel and cruise ship accommodation that is available in other council areas in Scotland.

Step 2

Is this only a **screening** Equality Impact Assessment No

(A) If Yes, please choose from the following options **all** reasons why a full EIA/FSD is not required:

(i) It does not impact on people Yes/No

(ii) It is a percentage increase in fees which has no differential impact on protected characteristics Yes/No

(iii) It is for information only Yes/No

(iv) It is reflective e.g. of budget spend over a financial year Yes/No

(v) It is technical Yes/No

If you have answered yes to any of points above, please go to **Step 16**, and sign off the Assessment.

(B) If you have answered No to the above, please indicate the following:

Is this a full Equality Impact Assessment Yes

Is this a Fairer Scotland Duty Assessment No

If you have answered Yes to either or both of the above, continue with Step 3.

If your proposal is a **strategy** please ensure you complete Step 13 which is the Fairer Scotland Duty Assessment.

Step 3

(i)Lead Directorate/Service:

SPT&PSR, Risk Resilience and Safety Team with implications across all services.

(ii)Are there any **relevant** statutory requirements affecting this proposal? If so, please describe.

No – Pilot scheme at the request of Scottish Government to support the existing Welcome Hub hotels and cruise ship accommodation in place to support Ukrainians fleeing their country due to the Russian invasion, Ukrainian Displaced Persons (UDP).

(iii)What is the aim of the proposal? Please give full details.

The aim of the proposal is to provide a pilot project to help accommodate UDP who have visas to travel to the UK but still to source accommodation.

(iv)Is it a new proposal? Yes Please indicate OR

Is it a review of e.g. an existing budget saving, report, strategy, policy, service review, procedure or function? Yes/No Please indicate

Step 4: Which people does your proposal involve or have consequences for?

Please indicate all which apply:

Employees	Yes – Staff involved in implementation and will provide services and support to UDP once they arrive.
Job Applicants	No
Service users	No
Members of the public	Yes – Ukrainian's who have entered UK on one of the Homes for Ukraine Schemes.

Step 5: List the evidence/data/research that has been used in this assessment (links to data sources, information etc which you may find useful are in the Guidance). This could include:

Internal data (e.g. customer satisfaction surveys; equality monitoring data; customer complaints).

None at the moment, this is an initial pilot scheme so will be monitored when established. Angus Council does not currently have a Welcome Hub and currently only receives UDP through hosting, tenancies, and private arrangements. There are Welcome Hub hotels in Dundee which at their peak held around 250 UDP.

Internal consultation (e.g. with staff, trade unions and any other services affected).

There has been initial consultation with service team leaders who will be required to help resource the service and support to the UDP when they arrive. These services are already providing support to existing UDP accommodated in Angus. Support services relating to infrastructure and planning have also been consulted.

External data (e.g. Census, equality reports, equality evidence finder, performance reports, research, available statistics)

The latest figures from Scottish Government have suggested that there are still circa 13,000 guests from Ukraine who have applied for visas through the Homes for Ukraine Super Sponsor Scheme who are still permitted to travel to Scotland.

At the time of completing the EIA the Super Sponsor Scheme has been paused stopping new applications being processed.

External consultation (e.g. partner organisations, national organisations, community groups, other councils).

Initial engagement with the Royal Burgh of Arbroath Community Council has taken place. They are very supportive of this initiative in principle but seek assurances that there will be support to ensure a holistic community impact assessment. Community engagement will take place with residents in the proposed area and key stakeholders. It is planned that once operational there will be ongoing engagement with the local community and representatives of the UDPs accommodated in the temporary accommodation.

Angus Health and Social Care Partnership (AHSCP) and Police Scotland were also included in the initial consultations.

Other (general information as appropriate).

Step 6: Evidence Gaps.

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

If yes, please state what they are, and what measures you will take to obtain the evidence you need.

At this stage we are unsure of the precise protected characteristics of those who will be arriving.

We will have this information once the UDP arrive at the Welcome Hubs and are assigned to the temporary modular accommodation and look to address any needs arising from their protected characteristics as necessary. Once the site has been established, we will monitor to help inform future projects and assess the success of the pilot.

Step 7: Are there potential differential impacts on protected characteristic groups?

Please complete for each group, including details of the potential impact on those affected. Please remember to take into account any particular impact resulting from **Covid-19**.

Please state if there is a potentially positive, negative, neutral or unknown impact for each group. Please state the reason(s) why.

At this stage, the exact protected characteristics of those using the scheme are unknown.

Age :

Impact

The Scheme is open to all Ukrainians 18 years and above who have permission to leave their county and have obtained the necessary visas.

There is a negative impact for those under 18 years as the pilot does not apply to them.

Disability

Impact

Unknown – anyone with disabilities will be assessed on arrival at the Welcome Centre and suitable temporary accommodation will be provided to meet their needs. This might mean that they may not be hosted in the temporary modular accommodation but in one of the allocated hotels or cruise ships.

The modular accommodation means that while the proposed pilot is based on single or couple room modules, a carer, if needed, may be able to be accommodated in a neighbouring module, however, it might be more suitable to accommodate them in other temporary accommodation settings. Note that the specific modular units have still to be identified.

There could be implications for those needing care, due to the existing pressures on local health and social care services.

Gender reassignment

Impact

Unknown – There have been no known issues arisen in the UDPs currently being hosted, however if identified we would not treat any differently. Our only requirement is that they have complied with the Visa conditions to allow entry into the UK.

Marriage and Civil Partnership

Impact

Positive – this scheme can accommodate two adults who have a prior relationship (couples).

Pregnancy/Maternity

Impact

This is a short-term scheme, where the proposal is that UDP are placed in the modular accommodation on a temporary basis with the aim to move them to longer-term hosted

accommodation or their own tenancies. The maternity services would be same as available for all citizens. The temporary modular accommodation would not be suitable if a baby arrived so would potentially look to accommodate in alternative accommodation.

Race - (includes Gypsy Travellers)

Impact

Positive as scheme is specific for UDP to help flee to safety.

Integration into the community so far for existing hosting relationships has mainly been positive, however close liaison with the local police will ensure any community unrest or hate incidents are dealt with timeously.

Measures are already in place to meet demands for interpretation and ESOL classes have been arrange in the local area.

Arbroath has been central to the council's humanitarian activities over the course of the last 6 years, and this has been successful in large part because the people of Arbroath have given a warm welcome to refugees from Syria, Afghanistan and now Ukraine.

Religion or Belief

Impact

Predominately Christian, local churches have already been providing support and arranging their own events. Other religions would be accommodated and support in the area would be highlighted.

Sex

Impact

Potentially more positive for male as greater difficulty in providing hosting arrangements elsewhere, however the scheme is open for both sexes.

Sexual orientation

Impact

Unknown. This has no bearing on whether people are accommodated here as part of the Scheme.

Step 8: Consultation with any of the groups potentially affected

If you have consulted with any group potentially affected, please give details of how this was done and what the results were.

Service leads and partner agencies have been consulted as the Scheme will have impact on the services that they are providing. Support services have highlighted that if UDP arrive in large numbers at once there would be an issue in getting everyone assessed/registered timeously as some services are already stretched.

Prior to traveling guests from Ukraine have been informed that if they have not secured their own accommodation, they will be given temporary accommodation with a view to them moving to hosted accommodation.

If you have not consulted with any group potentially affected, how have you ensured that you can make an informed decision about mitigating action of any negative impact (Step 9)?

Information is still being gathered.

Step 9: What mitigating steps will be taken to remove or reduce potentially negative impacts?

No negative impacts have been identified yet, but this will be closely monitored and addressed when the Scheme is functioning.

Step 10: If a potentially negative impact has been identified, please state below the justification.

The implementation of the Scheme is mainly positive. Since shortly after the Russian invasion of Ukraine in February 2022 the council has led the multi-agency co-ordination of humanitarian support and assistance to UDP across Angus and with those Angus citizens and businesses acting as Hosts to guests from Ukraine under both the UK and Scottish Government schemes.

There has been a positive response in supporting the UDP across Angus with Arbroath being central to the council's humanitarian activities over the course of the last 6 years, and this has been successful in large part because the people of Arbroath have given a warm welcome to refugees from Syria, Afghanistan and now Ukraine

Step 11: In what way does this proposal contribute to any or all of the public sector equality duty to: eliminate unlawful discrimination; advance equality of opportunity; and foster good relations between people of different protected characteristics?

The Scheme contributes to fostering good relations with locals which is already evident with the hosting arrangements which are already happening in Arbroath and across Angus. Hosts and local churches have established groups and meeting spaces to help support UDP integrate into the community.

Equal opportunities are advanced for refugees integrating into the community enabling them to become active citizens.

Step 12: Is there any action which could be taken to advance equalities in relation to this proposal?

N/A

Step 13: FAIRER SCOTLAND DUTY

This step is only applicable to **strategies** which are key, high level decisions. If your proposal is **not** a strategy, please leave this Step blank, and go to Step 14.

Links to data sources, information etc which you may find useful are in the Guidance.

Step 13(A) What evidence do you have about any socio-economic disadvantage/inequalities of outcome in relation to this strategic issue?

Step 13(B) Please state if there are any gaps in socio-economic evidence for this strategy and how you will take measures to gather the evidence you need.

Step 13(C) Are there any potential impacts this strategy may have specifically on the undernoted groupings? Please remember to take into account any particular impact resulting from **Covid-19**.

Please state if there is a potentially positive, negative, neutral or unknown impact for each grouping.

Low and/or No Wealth (e.g. those with enough money to meet basic living costs and pay bills but have no savings to deal with any unexpected spends and no provision for the future.

Impact

Material Deprivation (i.e. those unable to access basic goods and services e.g. repair/replace broken electrical goods, warm home, leisure and hobbies).

Impact

Area Deprivation (i.e. where people live (e.g. rural areas), or where they work (e.g. accessibility of transport).

Impact

Socio-economic Background i.e. social class including parents' education, people's employment and income.

Impact

Other – please indicate

Step 13(D) Please state below if there are measures which could be taken to reduce socio-economic disadvantage/inequalities of outcome.

Step 14: What arrangements will be put in place to monitor and review the Equality Impact/Fairer Scotland Duty Assessment?

Because this is a Pilot it will be closely monitored, and any further developments will require a further EIA

Step 15: Where will this Equality Impact/Fairer Scotland Duty Assessment be published?

With committee report – Temporary Modular Accommodation Ukrainian Displaced Persons – Angus Council – 15 December 2022

Step 16: Sign off and Authorisation. Please state name, post, and date for each:

Prepared by: Gordon Longmuir, Senior Practitioner (Ukraine Co-ordinator). 06/12/22

Reviewed by: Doreen Phillips, Snr Practitioner Equalities. 07/12/22

Approved by: John Morrow, Service Leader – Housing. 07/12/22

NB. There are several worked examples of separate EIA and FSD Assessments in the Guidance which may be of use to you.
