



Appendix 1

## Equality Impact Assessment

**Name of Proposal** Unaccompanied Asylum-Seeking Young People – Support and Allowances

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

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

Is this a full Equality Impact Assessment Yes

Is this a Fairer Scotland Duty Assessment No

(i) Lead Directorate/Service: Children, Families and Justice

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

The Children (Scotland) Act 1995

Children and Young People (Scotland) Act 2014

National Transfer Scheme as established by the Home Office

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

To increase our financial entitlements to UAS young people within Angus. This is in relation to S29 payments and a proposed replica of Education Maintenance Allowance.

(iv) Is it a new proposal? Yes

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

Please indicate all which apply:

Employees No

Job Applicants No

Service users Yes

Members of the public No

### List the evidence/data/research that has been used in this assessment

**Internal data** – data on young people transferred via NTS, numbers of UASC in receipt of Section 29 payments

**Internal consultation** - Consultation with staff members and senior management, feedback from UAS young people

**External data** - Data gathering at national meetings as delivered by CoSLA around UASC and NTS.

**External consultation** Consultation with other Local Authorities to benchmark financial entitlements to UAS young people.

### Evidence Gaps.

Are there any gaps in the equality information you currently hold? No

### Are there potential differential impacts on protected characteristic groups?

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

Age

#### **Impact – Positive**

The proposed financial increases will benefit UAS young people aged 16 and over (until they receive their Right to Remain status)

Disability

#### **Impact – Neutral**

There will be no discrimination relating to disabilities. This proposal is based on the age and legal status of UAS young people.

Gender reassignment

#### **Impact - Neutral**

This proposal is based on the age and legal status of UAS young people.

Marriage and Civil Partnership

#### **Impact – Neutral**

This proposal is based on the age and legal status of UAS young people and will not discriminate against those in any type of partnerships

Pregnancy/Maternity

#### **Impact - Neutral**

This proposal is based solely on the age and legal status of UAS young people

Race - (includes Gypsy Travellers)

**Impact – Neutral**

This proposal is based on the age and legal status of UAS young people, and does not discriminate on race of individual.

Religion or Belief

**Impact – Neutral**

Religion and belief of the individual is not a barrier to accessing this support it is based on the age and legal status of UAS young people only.

Sex

**Impact- Neutral**

This proposal is based on the age and legal status of UAS young people and does not restrict an individual based on sex, or sexual orientation.

Sexual orientation

**Impact – Neutral**

As above.

**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.

No formal consultation was undertaken but close working with this group of young people has highlighted they are currently disadvantaged by the legal status as they cannot work and are not eligible to access state benefits as other young people in Scotland are able to do. Feedback from impacted young people and workers delivering the service has highlighted the hardship and disadvantage experienced. This was particularly evident in winter and increasingly so over the last 12 months as the cost of living but particularly food costs, have increased for everyone.

**What mitigating steps will be taken to remove or reduce potentially negative impacts?**

There are no identifiable negative impacts.

**If a potentially negative impact has been identified, please state below the justification.**

Not applicable, none identified

**In what way does this proposal contribute to any or all of the public sector equality duty to:** The proposal aims to eliminate financial disadvantage to UAS young people who do not have their Right to Remain status as they do not have legal access to paid employment or welfare benefits including EMA.

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

Not applicable

## **FAIRER SCOTLAND DUTY**

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

The service will monitor the impact of the changes in service delivery, which may change over time, and ensure that any amendments and recommendations identified during review are shared and used to address any negative impact and update the EIA.

**Where will this Equality Impact/Fairer Scotland Duty Assessment be published?**

The Equality Impact Assessment will be submitted to committee along with committee papers.

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

Prepared by: Alison Hendry, Manager, Justice 01.05.24

Reviewed by: Karen Ross, Senior Practitioner CFJ Service 02/05/2024

Approved by: Kirsty Lee, Director Children, Families and Justice, 02/05/2024