

Equality and Rurality Impact Assessment Form

When completing this form you will need to provide evidence that you have considered how the ‘protected characteristics’ may be impacted upon by this decision. In line with the General Equality Duty the Council must, in the exercise of its functions, have due regard for the need to:

- a) Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Equality Act 2010;
- b) Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
- c) Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

This form should be completed in conjunction with the guidance document available on the Intranet

Once completed a copy should be emailed to cheryl.sloan@publicagroup.uk to be signed off by an equalities officer before being published.

1. Persons responsible for this assessment:

Names: Phil Martin	
Date of assessment: 24.08.23	Telephone: 07764352360 Email: Phil.martin@publicagroup.uk

2. Name of the policy, service, strategy, procedure or function:

Asylum Dispersal Grant
Is this a new or existing one? New

3. Briefly describe it aims and objectives

The Asylum Dispersal Grant is allocated to Local Authorities to assist with the support of Asylum Seekers. A grant of £147,000 has been received by West Oxfordshire District Council and a proposal is being presented to the Executive in regards the allocation of the grant to provide capacity within the Council as well as supporting organisation such as Asylum Welcome and Community / Faith Groups who are currently bridging the gap in terms of providing support to the people living in the hotel.

4. Are there any external considerations? (e.g. Legislation/government directives)

The Asylum Dispersal Grant is part of the Home Office current arrangements to temporary house Asylum Seekers.

More detailed delivery expectations are set out in Annex A – Home Office - Funding Eligibility for Local Authorities Asylum Dispersal Scheme: Grant Payment 3

5. What evidence has helped to inform this assessment?

Source	✓	If ticked please explain what
Demographic data and other statistics, including census findings	<input type="checkbox"/>	
Recent research findings including studies of deprivation	<input type="checkbox"/>	
Results of recent consultations and surveys	<input type="checkbox"/>	
Results of ethnic monitoring data and any equalities data	<input type="checkbox"/>	
Anecdotal information from groups and agencies within Oxfordshire	<input checked="" type="checkbox"/>	To help co-ordinate activities across the County a regular Migration Partnership meeting is held, where the allocation of the Asylum Dispersal Grant were discussed. It was felt that a 'systems' approach would not be the best approach due to hyper local nature of the support being provided.
Comparisons between similar functions / policies elsewhere	<input type="checkbox"/>	
Analysis of audit reports and reviews	<input type="checkbox"/>	
Other:	<input type="checkbox"/>	

6. Please specify how intend to gather evidence to fill any gaps identified above:

No gaps identified

7. Has any consultation been carried out?

No formal consultation has been carried out, however there is regular dialogue with a wide range of groups who are currently involved with supporting the people living in the hotel.

If NO please outline any planned activities

8. What level of impact either directly or indirectly will the proposal have upon the general public / staff? (Please quantify where possible)

Level of impact	Response
NO IMPACT – The proposal has no impact upon the general public/staff	<input type="checkbox"/>
LOW – Few members of the general public/staff will be affected by this proposal	<input checked="" type="checkbox"/>
MEDIUM – A large group of the general public/staff will be affected by this proposal	<input type="checkbox"/>
HIGH – The proposal will have an impact upon the whole community/all staff	<input type="checkbox"/>
Comments: e.g. Who will this specifically impact?	
Individuals living in the Hotel	

9. Considering the available evidence, what type of impact could this function have on any of the protected characteristics?

Negative – it could disadvantage and therefore potentially not meet the General Equality duty;

Positive – it could benefit and help meet the General Equality duty;

Neutral – neither positive nor negative impact / Not sure

	Potential Negative	Potential Positive	Neutral	Reasons	Options for mitigating adverse impacts
Age – Young People			✓	The proposal is inclusive to people of different age groups, but it is not specific to age	

Age – Old People			✓	The proposal is inclusive to people of different age groups, but it is not specific to age	
Disability			✓	The proposal is inclusive to people with disabilities but is not specific to disability	
Sex – Male			✓	The proposal is inclusive to all gender groups, but it is not specific to gender	
Sex – Female			✓	The proposal is inclusive to all gender groups, but it is not specific to gender	
Race including Gypsy and Travellers			✓	The proposal is inclusive to people of all races, but it is not specific to race	
Religion or Belief			✓	The proposal is inclusive to people of all religions, but it is not specific to religion	
Sexual Orientation			✓	This proposal is inclusive to all types of sexual orientation, but it is not specific to sexual orientation	
Gender Reassignment			✓	The proposal is inclusive to all gender groups, but it is not specific to gender	
Pregnancy and maternity			✓	The proposal is inclusive to people who are pregnant and/or on maternity, but it is not specific to this group	
Geographical impacts on one area			✓	The proposal is inclusive to the whole of West Oxfordshire district, however will primarily focus in Witney and Carterton where the Asylum Seekers are currently living. That said if more Dispersed Accommodation was established in other part of the district the proposal would cover these as well.	
Other Groups		✓		The purpose of the grant is to support Asylum seekers either living in Contingency	

				Accommodation / Hotels or dispersed Accommodation.	
Rural considerations: ie Access to services; leisure facilities, transport; education; employment; broadband.				Access to services such as Education and Health have been a priority for the Asylum Seekers living in the hotel / dispersed accommodation.	

10. Action plan (add additional lines if necessary)

Action(s)	Lead Officer	Resource	Timescale

11. Is there is anything else that you wish to add?

Declaration

I/We are satisfied that an equality impact assessment has been carried out on this policy, service, strategy, procedure or function and where an negative impact has been identified actions have been developed to lessen or negate this impact. We understand that the Equality Impact Assessment is required by the District Council and that we take responsibility for the completion and quality of this assessment.

Completed By:	Phil Martin	Date:	24.08.23
Line Manager:	Frank Wilson	Date:	24.08.23
Reviewed by Corporate Equality Officer:	Cheryl Sloan	Date:	29.08.23

