



## Equality Impact Assessment

### What is an Equality Impact Assessment (EIA) and why does the County Council do them?

The [Public Sector Equality Duty](#) (PSED) is an obligation within the [Equality Act 2010](#) ("the Act"), which asks public authorities, like Hampshire County Council, to give 'due regard' to equality considerations, in particular to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

This includes assessing the impact of policies and practices on individuals and communities with a protected characteristic, as defined in the Act and some other specific groups. The County Council uses EIAs to ensure it has paid 'due regard' to equalities considerations when there are changes to a service or policy, a new project or certain decisions.

EIA author	Position & Department	Contact
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Title:	Afghan LES Relocation Scheme
Related EIAs:	None

EIA for Savings Programme:	No
Service affected	Coordination of the Afghan Locally Employed Staff (LES) Scheme in the Hampshire County Council (HCC) constituency.
Description of the service/policy/project/project phase	The UK has been running a scheme to support locally employed staff (LES) in Afghanistan, often in dangerous and challenging situations, in recognition of their commitment and bravery shown supporting UK forces since 2013. The scheme currently consists of two elements: •The ex-gratia scheme which will close in November 2022 and; •The Afghan Relocations and Assistance Policy (ARAP) which launched in April 2021, reflecting the changing situation in Afghanistan and consequent risk to LES. Both schemes are intended to support current and former LES who have worked for British Forces and to provide appropriate support that honours their service and properly reflects their work and the risks involved. The schemes provide a range of in-country packages of assistance in Afghanistan and, for those who meet the criteria, relocation to the UK with their dependants.
New/changed service/policy/project	Following the recent US decision to withdraw troops from Afghanistan, the UK followed suit and is withdrawing troops between now and September 2021. This leaves families who have been working with UK troops in danger of being targeted, so the decision has been made to accelerate and extend the existing scheme to support resettlement of these families in the UK. It is hoped that each local Housing Authority will be able to take at least 2 families, meaning that the HCC constituency could consider taking in the region of 18 - 22 families, depending on availability of support and housing (as a result of liaising with the support provider and District and Borough Councils.) Hampshire County Council has agreed to take on a coordinating role, similar to that delivered within the UK Resettlement Scheme (UKRS) programme. The approach we are proposing would be for HCC to coordinate across its own departments and the 11 District and Borough Councils, to deliver a Hampshire-wide response to supporting this programme.

Engagement

Due to the fast timescales and nature of this scheme, we have not had time to carry out any in depth consultation or engagement, or been able to yet make contact with those affected. Thus our assessment on the impacts of enabling this scheme to take place is in line with our experience of coordinating the existing UKRS programme in Hampshire.

Engagement will be a key part of the holistic support package put in place for each family resettled in Hampshire, and will take into account any protected characteristics that the family may have.

## Equalities considerations - Impact Assessment

### Age

Impact on public	Positive
Impact on staff	Positive
Rationale	<p>HCC will be responsible for ensuring that families are matched with appropriate properties, and these properties are set up suitably according to the make up of the family in terms of ages represented.</p> <p>In addition, as part of the holistic support package provided for each family resettled in Hampshire - all ages represented will be offered appropriate and relevant support according to their needs.</p>
Mitigation	

### Disability

Impact on public	Positive
Impact on staff	Neutral

Rationale	<p>HCC will be responsible for ensuring that families are matched with appropriate properties, taking into account any accessibility requirements as part of this decision process.</p> <p>In addition, as part of the holistic support package provided for each family resettled in Hampshire - any needs relating to disability will be supported appropriately.</p>
Mitigation	

## Gender Reassignment

Impact on public	Neutral
Impact on staff	Neutral
Rationale	<p>We do not expect the decision to support this scheme to have a significant impact on this characteristic either way. But where people within this protected characteristic group are identified they will be supported appropriately as part of the holistic support package.</p>
Mitigation	

## Pregnancy and Maternity

Impact on public	Positive
Impact on staff	Neutral
Rationale	<p>HCC will be responsible for ensuring that families are matched with appropriate properties, and these properties are set up suitably according to the make up of the family in terms of any family members that have very young children, or are pregnant.</p>

	In addition, as part of the holistic support package provided for each family resettled in Hampshire - all family members will be offered appropriate and relevant support according to their needs.
Mitigation	

## Race

Impact on public	Positive
Impact on staff	Neutral
Rationale	As part of the holistic support package provided for each family resettled in Hampshire - race and any cultural implications will be taken into account to ensure the most appropriate and suitable support is offered.
Mitigation	

## Religion or Belief

Impact on public	Positive
Impact on staff	Neutral
Rationale	As part of the holistic support package provided for each family resettled in Hampshire - religion and any beliefs will be taken into account to ensure the most appropriate and suitable support is offered.
Mitigation	

## Sex

Impact on public	Positive
Impact on staff	Neutral
Rationale	As part of the holistic support package provided for each family resettled in Hampshire - and needs/ requirement relating to the individual's sex will be taken into account to ensure the most appropriate and suitable support is offered.
Mitigation	

## Sexual Orientation

Impact on public	Neutral
Impact on staff	Neutral
Rationale	We do not expect the decision to support this scheme to have a significant impact on this characteristic either way. But where people within this protected characteristic group are identified they will be supported appropriately as part of the holistic support package.
Mitigation	

## Marriage and Civil Partnership

Impact on public	Positive
Impact on staff	Neutral
Rationale	

	<p>HCC will be responsible for ensuring that families are matched with appropriate properties, and these properties are set up suitably according to the make up of the family, and whether there are any individuals that are married or in a civil partnership.</p> <p>In addition, as part of the holistic support package provided for each family resettled in Hampshire - all individuals will be offered appropriate and relevant support according to their needs and requirements.</p>
Mitigation	

## Poverty

Impact on public	Positive
Impact on staff	Neutral
Rationale	<p>As part of the holistic support package families will be supported in an number of ways relating to impacting this characteristic positively, e.g.:</p> <ul style="list-style-type: none"> <li>• Adults will be supported to access vocational courses, leading to qualifications, where appropriate</li> <li>• Adults will be supported to access Job Centre Plus and other organisations/opportunities that support them to secure employment</li> <li>• Adults will be supported to manage their finances and understand the consequences of not meeting essential payments (e.g. rent).</li> <li>• All household members will be supported to know of and feel confident to access relevant local community resources</li> <li>• Families will be supported to apply for the appropriate benefits.</li> </ul> <p>In addition, for the first 4 months, or up until the family are in receipt of benefits - families will receive cash support to cover living costs (provided as part of the scheme's funding instruction).</p>
Mitigation	

## Rurality

Impact on public	Neutral
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Impact on staff	Neutral
Rationale	We do not expect the decision to support this scheme to have a significant impact on people within this protected characteristic group either way. Where a family is resettled into a property in a rural area, appropriate support in terms of accessing services and transport will be provided as part of the holistic support package.
Mitigation	

Geographical Impact:All Hampshire

## Equality Statement

### Additional information:

Please note, there are all anticipated impacts bases on HCC's experience of coordinating the UKRS programme. Any demographic / diversity data on the individualsand families involved in this scheme in particular will only be made available to us further down the line.

We will be working closely with the contracted support provider, and other relevant parties (e.g. District and Borough Councils) to ensure that the support offered to these families is appropriate and meets the holistic needs of the individuals involved.

### Overview Statement:

Assessment to show that due regard has been given and that there is no requirement for a full EIA:

EIA reference number: 00092

Date of production of EIA for publication: 23/07/2021