

## Why do an Equalities Impact Assessment (EqIA)?

1. Equalities Impact Assessment (EqIA) is part of Oxford City Council's **Public Sector Equality Duty (PSED) (Equality Act 2010)**.

The General PSED enables Oxford City Council to:

- a. **identify and remove discrimination,**
  - b. **identify ways to advance equality of opportunity,**
  - c. **Foster good relations.**
2. **An EqIA must be done before making any decision(s)** that may have an impact on people and/or services that people use and depend on.
  3. An **EqIA form is one of many tools** that can simplify and structure your equalities assessment.
  4. We are passionate about equalities, and we highly recommend that **Corporate Management Team (CMT) reports and all projects must attach an EqIA.**

## A good EqIA has the following attributes:

1. **Comprehensively considers the 9 protected characteristics.**

|                                 |                       |
|---------------------------------|-----------------------|
| 1. Age                          | 6. Race & Ethnicity   |
| 2. Disability                   | 7. Religion or Belief |
| 3. Gender Reassignment          | 8. Sex                |
| 4. Marriage & Civil Partnership | 9. Sexual Orientation |
| 5. Pregnancy & Maternity        |                       |

2. It has **considered equality of treatment** towards service users, residents, employees, partners, council suppliers & contractors, and Council Members
3. Sufficiently considered **potential and real impact** of proposal or policy on service users, residents, employees, partners, council suppliers & contractors, and Council Members.
4. **Systematically recorded and reported** any potential and real impact of your proposal or policy on service users, residents, employees, partners, council suppliers & contractors, and Council Members
5. **Collected, recorded, & reported sufficient information and data** on how your policy or proposal will have an impact.
6. Offers **mitigations or adjustments** if a PSED has been impacted.
7. Provides clear **justifications** for your decisions.
8. It is written in **plain English** with simple short sentence structures.

## Section 1: General overview of the activity under consideration

|     |                                                                                                                                       |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |     |                                                                                                                                            |                                                                                                                                             |
|-----|---------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----|--------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------|
| 1.  | <b>Name of activity being assessed.</b>                                                                                               | <b>Council of Sanctuary Framework</b> <ul style="list-style-type: none"> <li>To assess the impact of adopting the Council of Sanctuary framework on different protected characteristics and ensure it promotes equality and inclusivity.</li> <li><b>Objectives:</b> <ul style="list-style-type: none"> <li>Identify and remove potential discrimination.</li> <li>Advance equality of opportunity.</li> <li>Foster good relations between different community groups.</li> </ul> </li> </ul> | 2.  | <b>The implementation date of the activity under consideration:</b>                                                                        | April 2025-March 2028 (3 years)                                                                                                             |
| 3.  | <b>Directorate/Department(s):</b>                                                                                                     | City and Citizens' Directorate                                                                                                                                                                                                                                                                                                                                                                                                                                                                | 4.  | <b>Service Area(s):</b>                                                                                                                    | Housing Services                                                                                                                            |
| 5.  | <b>Who is (are) the assessment lead(s):</b>                                                                                           | Stephen Cohen<br>Refugee and Resettlement Manager<br>Housing Services<br><br><a href="mailto:scohen@oxford.gov.uk">scohen@oxford.gov.uk</a>                                                                                                                                                                                                                                                                                                                                                   | 6.  | <b>Contact details, in case there are queries:</b>                                                                                         | Stephen Cohen<br>Refugee and Resettlement Manager<br>Housing Services<br><br><a href="mailto:scohen@oxford.gov.uk">scohen@oxford.gov.uk</a> |
| 7.  | <b>Is this a new or ongoing EqIA?</b>                                                                                                 | <b>New</b><br><br>Extension to existing EqIA      X                                                                                                                                                                                                                                                                                                                                                                                                                                           | 8.  | <b>If this is an extension of a previous EqIA, please indicate where the previous EqIA is located and share the link to the said EqIA.</b> | Web link to previous EQIA:<br><a href="#">Equality Impact Assessment</a>                                                                    |
| 9.  | <b>Date this EqIA started:</b>                                                                                                        | 18 October 2024 (Updated 18/05/2026)                                                                                                                                                                                                                                                                                                                                                                                                                                                          |     |                                                                                                                                            |                                                                                                                                             |
| 10. | <b>Will this EqIA be attached to <a href="#">Corporate Management Team (CMT)</a> reports/updates, which will be published online?</b> | No                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | 11. | <b>Give a date (tentative or otherwise) when this assessment will be taken to the CMT.</b>                                                 | Not applicable                                                                                                                              |

## Section 2: About the activity, change, or policy that is being assessed.

|                                       |                                                                                                                                                              |                                                                                                                                                                                                                                                                                           |                                                                                                                                                                                                                                                                                                                                                           |                                                                                                                                                                                                                                                                                                 |                                                                                            |
|---------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------|
| 12                                    | <b>Type of activity being considered:</b>                                                                                                                    | <input type="checkbox"/> Budget                                                                                                                                                                                                                                                           | <input type="checkbox"/> Decommissioning                                                                                                                                                                                                                                                                                                                  | <input type="checkbox"/> Commissioning                                                                                                                                                                                                                                                          | <input type="checkbox"/> Change to an existing activity.                                   |
| <input type="checkbox"/> New Activity |                                                                                                                                                              | <input checked="" type="checkbox"/> <b>Others. To seek the Cabinet's approval of the Council of Sanctuary Framework annual update.</b>                                                                                                                                                    |                                                                                                                                                                                                                                                                                                                                                           |                                                                                                                                                                                                                                                                                                 |                                                                                            |
| 13                                    | <b>Which priority area(s) does this activity fulfil?</b><br><a href="#">within Oxford City Council's Corporate strategy (2024-2028)</a>                      | <input type="checkbox"/> Strong, fair economy.                                                                                                                                                                                                                                            | <input type="checkbox"/> Good, affordable homes.                                                                                                                                                                                                                                                                                                          | <input checked="" type="checkbox"/> <b>Thriving communities</b>                                                                                                                                                                                                                                 | <input type="checkbox"/> Zero Carbon Oxford. <input type="checkbox"/> Well-run council.    |
| 14                                    | <b>Which priority area(s) within does this activity fulfil?</b><br><a href="#">Oxford City Council's Equality, Diversity &amp; Inclusion Strategy (2022)</a> | <input type="checkbox"/> Responsive services and customer care.                                                                                                                                                                                                                           | <input type="checkbox"/> Diverse and engaged workforce.                                                                                                                                                                                                                                                                                                   | <input checked="" type="checkbox"/> <b>Leadership &amp; organisational commitment.</b>                                                                                                                                                                                                          | <input checked="" type="checkbox"/> <b>Understanding and working with our communities.</b> |
| 15                                    | <b>Outline the aims, objectives, &amp; priorities of the activity being considered.</b>                                                                      | <b>Aims:</b><br><br>The Council of Sanctuary Framework sets out how the Council will support local people seeking sanctuary and work with stakeholders and the local community in line with the Thriving Communities Strategy,<br><br>The Thriving Communities Strategy 2023-27 committed | <b>Objectives:</b><br><br>Within the Thriving Communities Strategy, the Council committed to work in collaboration with local residents including refugees, asylum seekers and the migrant community to inform and develop a Local Authority City of Sanctuary Action Plan and ensure the City Council meets its commitment to become an accredited local | <b>Priorities:</b><br><br><ul style="list-style-type: none"> <li>Working in partnership with communities, organisations, and agencies to reduce inequalities and create thriving communities</li> <li>Championing diversity and inclusion in our own work and community partnerships</li> </ul> |                                                                                            |

|    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |                                                                                                                                                                                                                                                                                                                                                                       |                                                                                                                                                                                                        |
|----|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|    | <p>Oxford City Council to champion Equality, Diversity and Inclusion and engage with and facilitate conversations about equality throughout the city, and work to make Oxford an anti-racist city through the Council's Anti-Racism Charter.</p> <p>The Thriving Communities Strategy outlined the Council's approach to coordinating preventative services, reducing inequalities and improving residents quality of life.</p> <p>This activity is intrinsically linked to Oxford City Council's corporate strategy as laid out in the three key corporate priorities which fall within the <i>Thriving Communities</i> section.</p> | <p>authority of sanctuary which is achieved in November 2024.</p> <p>As part of this commitment, the Council has developed the Council of Sanctuary Framework and action plan to be implemented over a 3 year period and also a plan that is publicised. The Plan is currently at the beginning of year 2 and the linked cabinet report sets out year 1 progress.</p> | <ul style="list-style-type: none"> <li>Helping people live healthily by providing services, support, and facilities to prevent and manage physical and mental health conditions<sup>1</sup></li> </ul> |
| 16 | <p><b>Please outline the consequences of not implementing this activity.</b></p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | <p>If the Council of Sanctuary Framework is not implemented:</p> <ol style="list-style-type: none"> <li>There may be an adverse impact on some of the most vulnerable members in the city.</li> <li>The Council's commitment within the Thriving Communities to support refugees and asylum seekers establish successful lives in Oxford would not be met.</li> </ol> |                                                                                                                                                                                                        |

### Section 3: Understanding service users, residents, staff and any other impacted parties.

|    |                                                                                                              |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
|----|--------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 17 | <p><b>Have you undertaken any consultations in the form of surveys, interviews, and/or focus groups?</b></p> | <p>A key objective was to engage key stakeholders (internal and external), as far as reasonably practical, in the development and implementation of a Council of Sanctuary framework.</p> <p>Officers set up an internal officer's project group in 2023, overseen by senior managers and an internal and external sanctuary group set up in 2024 and are now established groups meeting at least 3 times per year. In 2026 the external group will merge with Oxfordshire County Council's group, reducing duplication and</p> |
|----|--------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

<sup>1</sup> <https://www.oxford.gov.uk/policies-plans-strategies/strategy/6>

extended reach to all partners. The internal and external group meets regularly to review the action plan progress and routine updates will report into the Community Change Board which sits under the Thriving Communities section.

An email address (COS@oxford.gov.uk) is now established for feedback and communications to and from residents and stakeholders.

In terms of key historic interactions in June 2023 the Council of Sanctuary Award, process and task and finish group arrangements were taken to the internal Policy Officers Group as a key agenda item.

In October 2023, the Council commissioned a local refugee support charity with experience of policy and research, Asylum Welcome, to conduct a needs assessment for local residents in Oxford. The survey aimed to engage residents with lived experience and stakeholder groups who were working with local residents.

Sixty-six interviews were conducted between October and December 2023 with research conducted face-to-face, either in English or using translation, either one-to-one or in pairs.

The individuals interviewed were of different immigration status including:

- 27 asylum seekers who live in asylum accommodation
- 10 people with refugee status
- 7 people on resettlement schemes (ARAP, ACRS or UKRS).
- 8 Ukrainians on specific Ukraine visas
- 3 unaccompanied asylum seeking children
- 4 EU migrants with indefinite leave to remain in the UK
- 5 naturalised British citizens.

Eighteen different nationalities participated with two thirds of respondents identifying as male and one third female with the majority falling with the 25-34 age category. Asylum Welcome reported back in February 2024 and detailed their findings including the needs, barriers, and opinions of residents within a report.

Alongside the above individuals, thirty service providers also contributed to the needs assessment research either through one-to-one interviews or by attending two group-based virtual interview sessions. The stakeholders work in a range of context in the city including faith-based, youth work, health and medical provision, education and employment support, hosting arrangements and other services.

The Council was able to use the first-hand experience alongside other stakeholder engagement work to help inform the development of the Council's action plan and framework document.

The Council of Sanctuary project team has sought to consult and engage internal staff from across the Council. Staff were therefore informed of the project objectives through internal communications including lunch and learn engagement meetings, Council newsletter, leadership briefings through the Council's staff conference attended by over 200 staff and there has been a number of further internal stakeholder communications including within the 2026 staff conference attended by over 300 staff, sanctuary newsletter, intranet and website updates and through lunch and learn events.

|    |                                                                                                                                    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
|----|------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|    |                                                                                                                                    | <p>There have also been extensive discussions with external stakeholders including group discussions with representatives from statutory and non-statutory agencies such as from the voluntary and community groups. The sanctuary project team have also engaged the general public and local businesses via spontaneous interviews and documented case studies of people seeking sanctuary and local residents.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
| 18 | <p><b>List information and data used to understand who your residents or staff are and how they will be impacted.</b></p>          | <p>Data has been collected from a number of sources including commissioning and subsequent analysis of primary research and data between October and December 2023 which local residents with lived experience and external stakeholders were interviewed.</p> <p>Analysis has taken place of internal Council policies including key linked policies; the Thriving Communities Strategy, Equalities Diversity and Inclusion (EDI) Strategy, Housing, Homelessness and Rough Sleeping Strategy and the Council Strategy.</p> <p>Other data sources including internal Council data bases, data from the Office of National Statistics, Census data, published data from central government including Home Office migration statistics and other national policies to analysis the information.</p> <p><b>Other strategic/ equalities considerations</b></p> <ul style="list-style-type: none"> <li>• Safeguarding/ Welfare of Children and Vulnerable adults</li> <li>• Mental Wellbeing/ Community Resilience</li> <li>• The Council Strategy 2024 to 2028</li> <li>• Thriving Communities Strategy 2023 to 2027</li> <li>• Equality, Diversity and Inclusion Strategy</li> <li>• Housing, Homelessness and Rough Sleeping Strategy</li> <li>• The Council's voluntary adoption of the socio-economic duty.</li> </ul> |
| 19 | <p><b>If you have not done any consultations or collected data &amp; information, are you planning to do so in the future?</b></p> | <p>Not applicable, please see section 17.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |

## Section 4: Impact analysis.

|    |                               |                                   |                                         |                                        |                                     |
|----|-------------------------------|-----------------------------------|-----------------------------------------|----------------------------------------|-------------------------------------|
| 20 | Who does the activity impact? | Service Users                     | Yes <input checked="" type="checkbox"/> | No <input type="checkbox"/>            | Don't Know <input type="checkbox"/> |
|    |                               | Members of staff                  | Yes <input checked="" type="checkbox"/> | No <input type="checkbox"/>            | Don't Know <input type="checkbox"/> |
|    |                               | General public                    | Yes <input checked="" type="checkbox"/> | No <input type="checkbox"/>            | Don't Know <input type="checkbox"/> |
|    |                               | Partner / Community Organisation  | Yes <input checked="" type="checkbox"/> | No <input type="checkbox"/>            | Don't Know <input type="checkbox"/> |
|    |                               | City Councillors                  | Yes <input checked="" type="checkbox"/> | No <input type="checkbox"/>            | Don't Know <input type="checkbox"/> |
|    |                               | Council suppliers and contractors | Yes <input type="checkbox"/>            | No <input checked="" type="checkbox"/> | Don't Know <input type="checkbox"/> |

| 21.                      | Does the activity impact positively or negatively on any protected characteristics as stated within Equality (Act 2010)? |          |         |            |                                                      |                                |
|--------------------------|--------------------------------------------------------------------------------------------------------------------------|----------|---------|------------|------------------------------------------------------|--------------------------------|
| Protected Characteristic | Positive                                                                                                                 | Negative | Neutral | Don't know | Data/information/evidence supporting your assessment | Analysis & insight Mitigations |



|                                                |                                     |                          |                          |                          |                                                                                                                                                                                                                                                                                                                                                                                                                            |           |
|------------------------------------------------|-------------------------------------|--------------------------|--------------------------|--------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|
|                                                |                                     |                          |                          |                          | <p>on historic and current experiences.</p> <p>The Council of Sanctuary framework seeks to put in increased support for this group alongside the wider cohort</p>                                                                                                                                                                                                                                                          |           |
| <p><b>Gender re-assignment</b></p> <p>3437</p> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <p>The activity is about improving outcomes for refugees and asylum seekers through challenging discrimination, ensuring equality of opportunity (where possible within UK Immigration law) and promoting good relations between groups.</p> <p>Some asylum seekers may have fled areas which were less tolerant of difference including gender re-assignment and will be better able to live as themselves in the UK.</p> | See above |
| <b>Marriage &amp; Civil Partnership</b>        | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <p>The activity is about improving outcomes for refugees and asylum seekers through challenging discrimination, ensuring equality of opportunity (where possible within UK Immigration law) and promoting good relations between groups.</p>                                                                                                                                                                               | See above |
| <b>Race, Ethnicity and/or Citizenship</b>      | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <p>The activity is about improving outcomes for refugees and asylum seekers through challenging discrimination, ensuring equality of opportunity (where possible within UK Immigration law) and promoting good relations between groups.</p> <p>Some asylum seekers may have fled areas which were less tolerant of difference and will be better able to live as themselves</p>                                           | See above |

|                                  |                                     |                          |                          |                          |                                                                                                                                                                                                                                                                                                                                                                                                              |           |
|----------------------------------|-------------------------------------|--------------------------|--------------------------|--------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|
|                                  |                                     |                          |                          |                          | in the UK.                                                                                                                                                                                                                                                                                                                                                                                                   |           |
| <b>Pregnancy &amp; Maternity</b> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | The activity is about improving outcomes for refugees and asylum seekers through challenging discrimination, ensuring equality of opportunity (where possible within UK Immigration law) and promoting good relations between groups.                                                                                                                                                                        | See above |
| <b>Religion or Belief</b>        | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <p>The activity is about improving outcomes for refugees and asylum seekers through challenging discrimination, ensuring equality of opportunity (where possible within UK Immigration law) and promoting good relations between groups.</p> <p>Some asylum seekers may have fled regimes which did not tolerate religious freedoms.</p>                                                                     | See above |
| <b>Sex</b>                       | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <p>The activity is about improving outcomes for refugees and asylum seekers through challenging discrimination, ensuring equality of opportunity (where possible within UK Immigration law) and promoting good relations between groups.</p> <p>A higher proportion of asylum seekers are males. Women are likely to experience greater equality in the UK than some of the regimes they have fled from.</p> | See above |
| <b>Sexual Orientation</b>        | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | The proposal is about improving outcomes for refugees and asylum seekers through challenging discrimination, ensuring equality of opportunity (where possible within UK                                                                                                                                                                                                                                      | See above |

|                                                                                                                                 |                                     |                          |                          |                          |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
|---------------------------------------------------------------------------------------------------------------------------------|-------------------------------------|--------------------------|--------------------------|--------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                                                                                                                                 |                                     |                          |                          |                          | <p>Immigration law) and promoting good relations between groups.</p> <p>Some asylum seekers may have fled regimes which did not afford rights to people in same sex relationships and they will benefit from different social attitudes living in the UK.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| <p><b>Other (voluntary consideration)</b></p> <p><b>For example:</b></p> <p>Migrant, refugee, or asylum seekers</p> <p>3439</p> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <p>The data on this group is confounding mostly because this is a highly mobile group.</p> <p>However, it is estimated that 1 in 3 people in Oxford are some form of migrants.</p> <p>Refugees and asylum seekers are particularly vulnerable groups who often face significant barriers to accessing services and opportunities. These barriers can include language difficulties, lack of recognition of qualifications, and trauma from past experiences.</p> <p>Ensuring their inclusion in the City of Sanctuary framework involves:</p> <ul style="list-style-type: none"> <li>• Providing tailored support services to address specific needs.</li> <li>• Promoting access to education, healthcare, and employment.</li> <li>• Ensuring that policies do not inadvertently discriminate against these groups.</li> </ul> | <p>This framework seeks to positively improve the service offer to residents who are affected by war and conflict and it aims to improve integration of local communities and therefore will have a positive impact on groups from backgrounds which contain a protected characteristic.</p> <p>The Council through the internal and external partnership groups will seek to mitigate any concerns raised by stakeholder groups.</p> <p>Adopting a Council of Sanctuary framework in Oxford involves creating a welcoming environment for all, particularly those seeking refuge. This includes:</p> <ul style="list-style-type: none"> <li>• Building community awareness and understanding of the challenges faced by refugees and asylum seekers.</li> <li>• Encouraging local businesses and services to become more inclusive.</li> <li>• Developing partnerships with organisations that support refugees and</li> </ul> |

|                                                                                                                                          |                                     |                          |                          |                          |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
|------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------|--------------------------|--------------------------|--------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                                                                                                                                          |                                     |                          |                          |                          |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | <p>asylum seekers to enhance service provision.</p> <p>The ongoing work will have a positive impact on this group if the actions take on a targeted, strategic, informed and joined-up approach.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
| <p><b>Other (voluntary consideration)</b></p> <p><b>For example:</b></p> <p>Socio-economic status (income, wealth, etc.)</p> <p>3440</p> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <p>Census 2021</p> <p>Inward migration is likely to place increased pressure on an already limited housing supply.</p> <p>The socio-economic duty under Section 1 of the Equality Act 2010 requires public bodies to consider how their decisions can reduce the inequalities of outcome caused by socio-economic disadvantage.</p> <p>This is particularly relevant for refugees and asylum seekers, who often experience higher levels of poverty and social exclusion.</p> <p>Research shows that Migrant workers make important contributions to the labour market in both high- and low-skilled occupations.</p> <p>However, those seeking asylum have limited rights, do not have access to full benefits and will be surviving on low incomes.</p> <p>The Council of Sanctuary framework can help overcome some of the disadvantage experienced by increasing access to networks and advocacy as well</p> | <p>Adopting a City of Sanctuary framework in Oxford involves creating a welcoming environment for all, particularly those seeking refuge.</p> <p>This includes:</p> <ul style="list-style-type: none"> <li>• Building community awareness and understanding of the challenges faced by refugees and asylum seekers.</li> <li>• Encouraging local businesses and services to become more inclusive.</li> <li>• Developing partnerships with organisations that support refugees and asylum seekers to enhance service provision.</li> </ul> <p>The ongoing work will have a positive impact on this group if the actions take on a targeted, strategic, informed and joined-up approach.</p> |

as support from things like foodbanks.

## Section 5: Conclusion(s) of your Full Impact Assessment

|     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                          |                                                                                                            |                                                                                                                              |
|-----|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------|------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------|
| 22. | Conclusions.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |                          |                                                                                                            |                                                                                                                              |
|     | <input type="checkbox"/> Stop and reconsider the activity.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | <input type="checkbox"/> | <input checked="" type="checkbox"/> Adjust activity before beginning the activity and continue to monitor. | <input type="checkbox"/> No major change(s) or adjustments and continue with the activity. No need to monitor in the future. |
| 23. | <p><b>Please explain how you have reached your conclusions above.</b></p> <p>This framework and actions seeks to positively improve the service offer to residents who are affected by war and conflict, and it aims to improve integration of local communities and therefore will have a positive impact on groups from backgrounds which contain a protected characteristic and the Council to not expect any negative impacts on residents with individual protected characteristics.</p> <p>Its primary focus has therefore been to try to gain further insight into the relevant needs of local residents with lived experience and to work with them and builds on the key aim of the Thriving Communities Strategy to design programmes in conjunction with local residents and not to them.</p> <p>The Council has been working closely with local stakeholders including internal staff, the voluntary and community sector, inter-faith groups, business and education organisations and other key stakeholders to harness the skills and knowledge, show leadership and work together to provide the most impact and incorporate their views into the final framework document.</p> |                          |                                                                                                            |                                                                                                                              |

Overall, this has led to a comprehensive framework and action plan to be implemented over 3 years (2025-2028) which incorporates the EqIA.

The Council's plan to work with colleagues and external stakeholders across the life of the framework implementation period to deliver on the Council's commitments as set out in the Equalities, Diversity and Inclusion Strategy<sup>2</sup>:

- *providing inclusive services: understanding and addressing barriers to accessing our services, community assets and community engagement*
- *promoting partnership working: use our relationships to work together and connect different communities so that we can jointly address issues and celebrate strengths; this approach is embedded in our new Community Impact Fund*
- *empowerment: building community capacity to lead and participate in projects that benefit or affect their communities. In practice, this means doing "with" rather than "to" and, where possible, focusing on what is strong in communities rather than what's wrong- this approach is often termed asset-based community development (ABCD). ABCD approaches show that connecting people and creating more resident-to-resident relationships builds interdependence and reliance on each other. Connecting people to their shared interests, and enabling them to exchange skills and resources, helps communities identify and take action on the issues that are most important to them.*

The Council plan to ensure information and communication is accessible, using a range of mediums both written and verbal and utilising translation services where required.

There are plans within the framework document to improve data collection so the Council can better understand some cohorts issues where there is limited public data and use this data to inform service development.

There are plans and on-going work to address gaps in understanding regarding marginalised groups such as individuals with no recourse to public funds (NRPF), who face acute barriers to accessing housing, money and other basic provisions. This can be especially problematic for women who are dependent on their spouses for their immigration status e.g. spousal's visa's or where they are sponsored by a family member. This will involve working with key partners to leverage support, especially for cases where the Council does not have a statutory duty. Overall, this framework seeks to positively improve the Council's service offer in this regard.

The framework outlines plans to ensure all staff are upskilled to deliver services and improve accessibility to services in a trauma informed and culturally sensitive way and to work with People Team partners to have a workforce that as a whole reflects Oxford's diverse population. The Council through the internal and external partnership groups will seek to mitigate any concerns raised by the stakeholder groups.

<sup>2</sup> <https://www.oxford.gov.uk/equality-diversity-inclusion/oxford-equality-diversity-inclusion-edl-strategy/6#:~:text=The%20Council's%20Strategy%20for%202020,the%20opportunities%20for%20disadvantaged%20groups.>

## Section 6: Monitoring and review plan.

The responsibility for maintaining a monitoring arrangement of the EqlA action plan lies with the service/team completing the EqlA.

These arrangements must be built into the performance management framework such as KPIs or Risk Registers.

|          |                                                                                               |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |          |     |                                                        |
|----------|-----------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------|-----|--------------------------------------------------------|
| 24.      | Who or which team or service area will be responsible for monitoring equalities impact?       | <p>The Council of Sanctuary Cabinet report was approved in January 2025 and the report committed to an annual review to report back to Council members regarding the progress of the framework including a review of equalities considerations which has been completed as part of this updated EQIA.</p> <p>Two sanctuary partnership forums with internal staff and external partners and residents with lived experience have been set up to provide accountability to the action plan and meet quarterly from 2025-2028. Individual action owners report back on progress via automated Smart Sheet reporting functions set up by the Council of sanctuary project team.</p> <p>The framework action plan can be updated regularly and informed by what data tells us and if there any changing circumstances. Routine updates will report into the Community Change Board which sits under the Thriving Communities section.</p> <p>The Council will monitor related data where we have access to it and seek to work with partners organisations where we don't have access to the data to see trends and put in place mitigations if we discover that any measures introduced under this framework is adversely affecting certain groups in Oxford's communities.</p> |          |     |                                                        |
| 25.      | Who (individual, team, or service area) will be responsible for carrying out the EqlA review? | <p>Stephen Cohen<br/>Refugee and Resettlement Manager<br/>Housing Services</p> <p><a href="mailto:scohen@oxford.gov.uk">scohen@oxford.gov.uk</a></p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |          |     |                                                        |
| 26.      | How often will the equality impact be reviewed for this activity?                             | <table> <tr> <td data-bbox="705 1364 1220 1482">Annually</td> <td data-bbox="1220 1364 1668 1482">27.</td> <td data-bbox="1668 1364 2063 1482">Date when the EqlA will be reviewed again.<br/>May 2027</td> </tr> </table>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | Annually | 27. | Date when the EqlA will be reviewed again.<br>May 2027 |
| Annually | 27.                                                                                           | Date when the EqlA will be reviewed again.<br>May 2027                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |          |     |                                                        |

Section 7: Sign-off

3444

|                                                                                                     |                                         |                                         |
|-----------------------------------------------------------------------------------------------------|-----------------------------------------|-----------------------------------------|
| Name: Stephen Cohen<br>Job Title: Refugee & Resettlement Manager<br>Signature: <i>Stephen Cohen</i> | Name:<br>Job Title:<br>Signature: ----- | Name:<br>Job Title:<br>Signature: ----- |
| Name:<br>Job Title:<br>Signature: -----                                                             | Name:<br>Job Title:<br>Signature: ----- | Name:<br>Job Title:<br>Signature: ----- |