

Coventry City Council Equality and Consultation Analysis (ECA) Form

In line with the principles of decision making outlined in the City Council Constitution, the Council will ensure that its decision making is open and transparent, and that due regard is given to the Council's obligations and desire to promote equality of opportunity and equal treatment.

Part 1

This part must be completed and before formal consultation is undertaken and must be available during the consultation stage.

Author of this document: Sunairah Miraj

Name of Service Area/Proposal: MiFriendly Cities – Urban Innovative Actions Fund

Head of Service: Peter Barnett

Date of completion: 1st November 2017

Background to the planned changes

1. What is the background to the planned changes? Why is this change being considered? *If further information is available on the different scenarios that have been considered as part of this work, provide a link to the public document which contains this information.*

The MiFriendly Cities project aims to facilitate and recognise the positive contribution of refugees and migrant's to the cities civic, economic and social fabric. Refugees and migrants are key factors in deciding what makes a "migrant friendly city" and driving the change on job creation, social entrepreneurship & innovation, active citizenship and communication.

2. Who do you need to consider as part of this ECA?

This proposal covers services and interventions which are specifically aimed at asylum seekers, refugees, migrants and all newly arrived communities. Work has also been undertaken in discussion and engagement with key voluntary sector partners who work in partnership with the City Council to support these groups.

Pre-Consultation Engagement

3. What engagement activities took place prior to formal consultation and what feedback was received in relation to equality issues?

In preparation for this proposal, face to face meetings were held with organisations over 6 months, running co-creation workshops and consultations including both proposed beneficiaries as well as wider stakeholders, supported through the local and regional migration partnerships. This work included representation from 60 or more organisations. The proposals collectively are considered by the Migration Team and associated partners as having a potentially positive impact on some of the most deprived communities in the City

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and across the region. The consultation highlighted the gap in service and support available to this client group and hence the project was drawn up to address these needs.

Analysis of Impact

In this section please ensure that you consider the three aims of the general duty as they affect **protected groups**. These groups are:

Age
Disability
Gender
Gender reassignment
Marriage/Civil Partnership
Pregnancy/Maternity
Race
Religion/Belief
Sexual Orientation

The **three aims of the general duty** require that a public authority, in the exercise of its functions, must have due regard to the need to:

1. Eliminate discrimination, harassment and victimisation
2. Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it
3. Foster good relations between persons who share a relevant protected characteristic and persons who do not share it

Note – when identifying potential impacts below, please only include impacts that may exist over and above general impacts that may affect the wider community/population. For example, a reduction in grant to Coventry Citizens Advice would affect all service users through a reduced level of first line advice being available to all – but it would affect the following groups more; age, disability, gender and race as they represent a larger proportion of the clients who use the advice service.

4. Outline below how this proposal/review could impact on protected groups positively or negatively, and what steps (if any) could be taken to reduce any negative impact that has been identified. ***NB. only include realistic mitigating actions that could be delivered.***

MiFriendly Cities is a project intended to address some of the most serious inequalities which exist in the UK. Migrants from BME backgrounds are more likely to be economically inactive and less likely to be employed. MiFriendly Cities includes a range of initiatives to improve skills, create volunteering and employment opportunities, stimulate social enterprise creation and raise awareness of rights and responsibilities.

Race – Residents from BME backgrounds will benefit particularly from the additional capacity created by this project. Overall the project is intended to bring different communities

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together and to remove discrimination and prejudice which can negatively impact on refugees and migrants from BME backgrounds.

Religion / Belief – Refugees and Migrants are often of non-Christian faiths, with current trends including many refugees from Muslim backgrounds. Work to stimulate skills development, volunteering opportunities and access to employment are likely to have a positive impact on such groups in Coventry.

5. Are there any other vulnerable groups that could be affected? i.e. deprivation, looked after children, carers.

Also include any information about the health/Marmot implications of this proposal. Hannah Watts (hannah.watts@coventry.gov.uk or tel. 7683 3973) in Public Health for more information.

Refugees and migrants with other protected characteristics are likely to be impacted positively as are refugees and migrants who are also carers and the looked after population. This work is designed to create greater social integration and support community cohesion.

6. What are the gaps in evidence? Can this be addressed during the consultation stage? If so, how?

MiFriendly Cities has been a project developed in close co-operation with Coventry University and as such includes a strong element of analysis, evaluation and learning dissemination which will evidence gaps. As such making Coventry a MiFriendly City will also produce a strong evidence base which will be useful in developing any further projects with similar objectives.

7. What are the likely impacts of this project/review on staff from protected groups?

There are no anticipated impacts on staff from protected groups, although participation in the project will require that the City Council employ a small number of staff for project management and operational purposes.

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Part 2

This section should be completed AFTER the consultation stage has been concluded.

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Post-Consultation

8. Referring to the information detailed in question 4 of Part 1 of the ECA Form, state if the consultation has confirmed the potential impacts identified that were identified. Also detail below any additional information about potential impacts that has been highlighted during the consultation.

Yes the consultation has identified the issues/needs that the project will have a positive impact.

Outcome of equality impact

9. Indicate which of the following best describes the equality impact of this project/review:

- There will be **no** equality impact if the proposed option is implemented
- There will be **positive** equality impact if the proposed option is implemented
- There will be **negative** equality impact if the proposed option is implemented but this can be objectively justified
- There will be both **positive and negative** impacts if the proposed option is implemented

Summary of ECA

Coventry becoming a MiFriendly City is likely to have a positive impact on equalities in the City. Many of the elements of this programme are designed to assist and support some of the most economically disadvantaged communities in the City.

Residents from ethnic minorities and who are newly arrived will make up a significant proportion of those taking part in the various elements of the programme with work focusing on skills development, employment and training support, and social enterprise creation. It will also demonstrate that the Council is meeting its statutory duty in promoting equality of opportunity to employment. Additionally, by the promotion of community cohesion, as it will enable migrants and residents from well-established communities to live and work together.

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Where specific objectives have been set for any protected groups around equality impact, also include this information below.

The projects aims to achieve the below that will have a positive impact on the group:

1. To develop, test and evaluate bottom-up participatory approaches towards developing innovative solutions to better integrating refugees and migrants and to engender lasting solidarity between communities in the West Midlands region.
2. To enable urban authorities and civil society in the three cities to work together more effectively throughout the life of the project and beyond to develop and implement innovative solutions to tackling the challenges of integrating refugees and migrants at regional level rather than only at city level.
3. To improve the employment rate of refugees and migrants in Coventry, Birmingham and Wolverhampton, including through self-employment, social enterprise and entrepreneurship, innovation, active citizenship and working with employers.
4. To improve the health outcomes of refugees and migrants in Coventry, Birmingham and Wolverhampton through community-led initiatives, and ultimately reducing public health risks in the whole community.
5. To increase the social participation of refugees and migrants in the West Midlands, feelings of belonging and citizenship, and solidarity between different communities.
6. To improve refugees' and migrants' awareness of rights and their confidence in accessing them.
7. To effectively combat the increasing prejudice towards refugees and migrants in the West Midlands
8. Facilitate and recognise the positive contribution of Refugees and Migrants to the Cities civic, economic and social fabric

Next steps

Please send this completed ECA to the Insight Team as follows:

Wendy Ohandjanian (wendy.ohandjanian@coventry.gov.uk tel. 7683 2939)

Jaspal Mann (jaspal.mann@coventry.gov.uk tel. 7683 3112)

Version Control

Version	Date	Summary of changes (Author)
1.0.0	26.05.16	Initial release (Jaspal Mann)