



# Equality Impact Assessment Record Form

Migrant Workers Support Group



## Equality Impact Assessments

Directorate	Service	Person responsible for the assessment	Date assessment completed
Communities	Supporting Communities	Maureen Clarke	October 2009
<b>Title of the policy being assessed</b>	Migrant Workers Support Group		
<b>The status of the policy</b>	Existing		
<b>1. What are the aims, objectives and purposes of the policy?</b>	<p>Aims:</p> <ul style="list-style-type: none"> <li>• To establish and facilitate a North Norfolk wide support group for migrant/mobile workers which will contribute to building capacity and reducing isolation among migrant/mobile workers and their families</li> </ul> <p>Objectives:</p> <ul style="list-style-type: none"> <li>• To ensure migrant/mobile workers have access to current, reliable, consistent and relevant information</li> <li>• To offer opportunities for migrant/mobile workers to contribute to the development of services</li> <li>• To address the problems faced by migrant/mobile workers by lack of knowledge, isolation and prejudice</li> <li>• To challenge racism, inequality and human rights violations experienced by migrant/mobile workers and their families</li> </ul>		
<b>2. Does the policy support other</b>	Yes		

<p><b>objectives of the council?</b></p>	<p>Corporate Plan  Community Empowerment Strategy  Youth Inclusion Strategy  Community Strategy  Supporting Communities Service Plan  Community Development Framework  Communication Strategy  National performance indicators relating to engagement and cohesion.  Multi-Agency Protocol Tackling Hate Crime Race / Equalities Scheme</p>
<p><b>3. Who is intended to benefit from the policy, and in what way?</b></p>	<p>Migrant/mobile workers in North Norfolk will have access to support network, reducing isolation and creating opportunities to collectively influence services</p> <p>Council services and partners will gain insight into issues raised and the views of migrant/mobile workers, ensuring responsive services are delivered</p> <p>Communities will benefit by awareness raising activities aimed at reducing negative perceptions of migrant/mobile workers, working towards effective community cohesion</p> <p>The policy is beneficial to all communities, as it offers an opportunity to prevent, improve early intervention, resolution towards reducing tensions within and between all racial groups, thereby promoting good relations and building stronger and safer cohesive communities</p>
<p><b>4. What outcomes are anticipated from the policy being in place?</b></p>	<p>No measures currently available</p> <ol style="list-style-type: none"> <li>1. To consult, listen and respond the needs of people in North Norfolk District Council area; meeting our obligation under race and equalities legislation in line with the Race Relations Act 1976 and the Race Relations Amendment Act 2000 and the NNDC Race Equality Scheme leading to the following outcomes under LAA (Local Area Agreement) e.g., NI1; NI4:</li> <li>2. An improved understanding and knowledge base on the views and opinions of service users/potential users and stakeholders to inform council services and other local decision makers in the community of North Norfolk;</li> <li>3. Increased engagement with local people and communities;</li> <li>4. Increase the representation of the diverse population profile and evidence inclusive consultation</li> </ol>

	<p>and engagement activities ensuring that all people have equal opportunity to have their voices heard;</p> <ol style="list-style-type: none"> <li>5. Improved response towards influencing the services delivered by the Council;</li> <li>6. Increased satisfaction for service users and reduction in complaints;</li> <li>7. Increase capacity of the Council services to evidence a consistently high standard in regularly employing community engagement principles in service planning</li> </ol> <p>BVPI / Place <b>survey</b></p> <ol style="list-style-type: none"> <li>8. Satisfaction with the way the Council runs things increases (check Place survey questions)</li> <li>9. People feel more informed about how and where to register to vote. (check place survey questions)</li> <li>10. People feel more informed about how they can get involved in local decision making. People are satisfied with opportunities for involvement in local decision making provided by the Council.</li> <li>11. Less people feel that the Council is remote and impersonal</li> <li>12. More people feel that the Council acts on the concerns of local residents</li> <li>13. More people feel the Council treats all types of people fairly</li> <li>14. Compliance with legal duties under equalities legislation</li> </ol> <p>Citizens Panel / NI data</p> <ol style="list-style-type: none"> <li>15. People who believe that people from different backgrounds get on well together</li> <li>16. People who feel they belong to their neighbourhood</li> <li>17. Levels of civic participation in the local area increases.</li> <li>18. People who feel they can influence decisions in their locality</li> <li>19. Participation in regular volunteering increases.</li> <li>20. People perceive that people in their local area treat one another with respect and dignity</li> </ol>		
<p><b>5. Identify and select your assessment team.</b></p>	<p><b>Name</b></p>	<p><b>Role</b></p>	<p><b>Responsibilities</b></p>

**Comment [k1]:** We don't know how many participants were migrant workers so we can't use this as measures, but it does give us a framework / direction to start this work e.g. influence, service provision / needs.

	Maureen Clarke Kate Sullivan	Supporting Communities Manager Community Liaison Officer	
6. What data have you gathered for this assessment? How have you analysed this data?	<b>Source and Age of Data</b>	<b>Owner</b>	<b>Findings</b>
	Migrant Workers Group	North Norfolk District Council	see section 8 M:\Shared Information\Consultation\Migrantmobile workers support
	North Norfolk Youth Voice	North Norfolk District Council	M:\Shared Information\Consultation\NNYV
	Community Cohesion	Norfolk Ambition 2008	M:\Shared Information\Equality & Diversity Work\Equality Impact Assessments\2009 Equality Impact Assessments/final cohesion report
			<b>Data Gaps</b>
			The category of White other is unhelpful in this context as the group is White other but very diverse
			There is an under representation of men in the group, the age range is skewed towards the younger age groups and the group is predominantly composed of residents from the East of the District.

	BME Inclusion Project Report and Youth In Action and Youth Schools Survey	Norfolk and Norwich Race Equality Council	ccsg.	
7. Who are the main stakeholders of this policy?	<b>Community</b>	<b>Staff/Members</b>		<b>Partners</b>
	All migrant/mobile workers and their families in North Norfolk	All Staff Equality & Diversity Board Cllr Candy Sheridan		Norfolk and Norwich Race Equality Council  North Norfolk Community Partnership  Voluntary Norfolk
8. Are there any concerns that the policy could have a negative impact with regard to race and ethnicity?	Yes	<b>What evidence (actual data or assumptions) do you have to support this?</b>		
		<p>The support group is intended to increase equality of opportunity in relation to race as it is directly targeting migrant/mobile workers in North Norfolk.</p> <p>Support for migrant/mobile workers in north Norfolk is a relatively new issue which the Council is taking on board and developing. It is also anticipated that demand for this support will continue to grow and spread out as the numbers of migrant/mobile workers increases and the economic and social benefits of support for migrant/mobile workers is recognised.</p> <p>Lack of language skills and a lack of understanding and tolerance within communities about others people's culture, is felt to be a barrier to cohesion. The Council has not been involved with the promotion of understanding of migrants' culture. Migrant workers report feeling unwelcome in pubs.</p>		

		<p>Interpretation and / or translation services exist to enable participation</p> <p>There is lack of information about the numbers of the migrant/mobile workers community in North Norfolk, as this group can be fluid and hidden due to the nature of their employment, therefore opportunities to engage would be missed.</p> <p>The support group has recently been established and at present 7 people have joined, the group will set out to further encourage other migrant/mobile workers to become involved. However there are barriers to overcome to ensure that there are opportunities to engage with those 'hidden' workers e.g. through employers</p> <p>Migrant workers tend to be economic workers and therefore may be potentially excluded if consultation / engagement do not suit working hours e.g. long hours or shift patterns especially if car sharing with groups of friends.</p> <p>At present no monitoring of the group has taken place. It has been identified (<b>see data</b>) that monitoring would be difficult at present as the term 'white other' on the monitoring sheet represents a multitude of nationalities.</p> <p>Additional monitoring of nationality is required to identify who is engaging with the group.</p>
<p>9. Are there any concerns that the policy could have a negative impact with regard to gender?</p>	<p>Yes</p>	<p><b>What evidence (actual data or assumptions) do you have to support this?</b></p> <p>There is no clear evidence at this stage about differential impacts because of gender. It was noted by the group that the title 'Migrant Worker Support Group' assumes working people are encouraged to attend, resulting in opportunities missed for those partners of migrant/mobile workers who are not in employment, predominately young mothers.</p>

		To enhance the likelihood of reaching the harder to reach women steps will be taken to approach relevant groups where this group is likely to be involved e.g. ESOL venues, Sure Start International Group
10. Are there any concerns that the policy could have a negative impact with regard to disability?	Yes	<b>What evidence (actual data or assumptions) do you have to support this?</b>
		The support group is not directly intended to increase equality of opportunity for people with a disability. However there is the potential for adverse impact in terms of a person's disability due to access to buildings and lack of provision of materials in appropriate formats.  The group identified that Migrant/mobile who do not have English as their 1 <sup>st</sup> language may not fully understand the range covered by the term disability on the monitoring sheet, therefore not capturing accurate information
11. Are there any concerns that the policy could have a negative impact with regard to age?	Yes	<b>What evidence (actual data or assumptions) do you have to support this?</b>
		There is no clear evidence at this stage about differential impacts because of a person's age, however BME profile shows that the majority of A8 migrant workers to North Norfolk between 2004 and 2006 are aged 18 – 24. This group could be excluded if consultation/engagement does not provide interpretation or translations.  There is anecdotal evidence that children of migrant/mobile workers have suffered a degree of bullying in local schools, however this is not quantified.  The group identified that they are also victims of adverse local tensions, therefore the group seeks to improve relations through activities such as 'mythbusting' and involvement in varying community structures e.g. Local Area Partnerships
12. Are there any concerns that the policy could have a negative impact with regard to religion/belief?	Yes	<b>What evidence (actual data or assumptions) do you have to support this?</b>
		There is no clear evidence at this stage about differential impacts because of a person's religion/belief however national research shows that in addition to understanding needs of religious groups in relation to appropriate communication / consultation channels, service and employment access issues, engaging with these groups can aid communication with BME / new communities. Omitting this area of

		work in the development of the support group would therefore impact on migrant/mobile worker communities.
<b>13. Are there any concerns that the policy could have a negative impact with regard to sexual orientation?</b>	<b>Yes</b>	<b>What evidence (actual data or assumptions) do you have to support this?</b> There is no clear evidence at this stage about differential impacts because of a person's sexual orientation
<b>14. Could the negative impact you have identified in questions 8 - 13 lead to the potential for adverse impact if the policy is implemented?</b>  <b>Can this adverse impact be justified on the grounds of promoting equality of opportunity for one group?</b>  <b>Or any other reason?</b>  <b>Can the impact be mitigated by existing means?</b>  <b>If yes, what actions will you undertake to mitigate these</b>	<b>No</b>	<p>No – it cant be justified</p> <p>Yes – mitigating – see action plan</p>

<b>impacts and revise the policy?</b>		<p>See Action Plan</p>	
<b>15. Describe the arrangements for reporting and publishing this assessment.</b>	<p>Reporting arrangements are as follows:          Equality and Diversity Board 2<sup>nd</sup> November.          Overview and Scrutiny Committee 18<sup>th</sup> November.</p> <p>The EQIA will be publicised on the Council's Equality web page.</p>		
<b>Has this assessment been undertaken by a minimum of two staff?</b>	<p>Yes</p>	<b>Has this assessment been scrutinised by your Directorate Steering Group?</b>	<p>Yes</p>
<b>If the policy is new, or requires a decision by Councillors to revise, has this Equality Impact Assessment been included with the report?</b>			
<b>Have any actions identified in this assessment been included in your service equality and diversity action plan?</b>			<p>Yes</p>

<b>Completed by:</b>	Maureen Clarke Kate Sullivan	<b>Signed off by:</b>	

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Produced by  
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In partnership with  
North Norfolk District Council  
May 2008