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**Report to: Clackmannanshire Council**

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**Date of Meeting: 16 December 2021**

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**Subject: Refugee Resettlement Programme**

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**Report by: Strategic Director (Place)**

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## **1.0 Purpose**

- 1.1. The aim of this paper is to update Council on internal developments resulting from Council's approval on 24 September 2021, to widen previous approvals regarding refugee resettlement so as to include refugees coming from Afghanistan and other possible future conflict zones.

## **2.0 Background**

- 2.1. Council initially approved the resettlement of 24 families from the conflict in Syria on 17 September 2015.
- 2.2. Following the success of that programme and the ongoing humanitarian crisis in the Syrian region, Council granted approval for participation in the revised Syrian resettlement programme. The revised programme widened the scope of those who might be considered to have been displaced by the conflict. Council, on 24 October 2019, granted approval for the reception of up to a further 24 families. The first of these families arrived in Clackmannanshire on 5 October 2021.
- 2.3. Following urgent request from the UK government for assistance in resettling refugees and those who assisted UK forces in Afghanistan, Council agreed, on 24 September 2021, to widen the scope of the previously approved programme to encompass those displaced from Afghanistan.
- 2.4. Approval was also extended to cover future UK resettlement programmes.
- 2.5. In summary, Council has approved the reception of up to, but no more than, 24 refugee families seeking settlement under a Home Office supported resettlement program. The period for this approval runs until 31<sup>st</sup> March 2027.

### **3.0 Management and Learning from the First Programme**

- 3.1. Management of the initial scheme sat with Housing Services, who provided financial oversight and liaised with the Home Office and CoSLA on matters regarding the contract with the Home Office.
- 3.2. Additional Housing Support Officers were employed, with specific language skills, to greet the families from the airport, provide the ongoing community support required by the families and to set up their accommodation. This proved a successful model of delivery.
- 3.3. Education had a highly successful integrated approach which focused on health and well-being and included support for children in the classroom trauma approaches, family support and social work intervention. It was based on the 1951 Convention relating to the Status of Refugees and took a holistic, rights based approach, which was recognised at national level and short listed for Scottish Education Awards.
- 3.4. Education Community Learning and Development (CLD) oversaw the provision of English for Speakers of Other Languages (ESOL) tuition for adults. This proved a successful model of delivery, as evidenced in the impact statements from participants, however it was recognised that one year initial funding was not enough to meet the needs of the adults accessing this provision. CLD continue to offer support for the Syrian refugees in Clackmannanshire, including ESOL at different levels - pre National 2/3 and National 2/3 levels, with lessons in literacy, writing and communication. There is also support to access community activities and extra curricular activities, as part of this integrated approach.
- 3.5. Place and People Services met to discuss how best to learn from the previous programme and to agree on the most effective distribution of funds made available by the Home Office.

### **4.0 Relevant Considerations**

- 4.1. Desktop modelling has been used to identify service and staffing demands related to the provision of services to arriving families; this can be found at Appendix 1. The first family under this approval has already arrived and it is assumed that remainder will begin arriving during 2022/23 with arrivals spread evenly over the remaining years of the approval.
- 4.2. Housing Services are in discussion with RSL partners who have expressed a willingness to assist in the provision of accommodation.
- 4.3. Third Sector organisations, such as Forth Valley Welcome, have expressed an interest in supporting new arrivals and officers are setting up discussions with these groups. The Council is keen to continue to work with these groups and recognises the valuable contribution they make to resettlement activity but no funding has been allocated for this work at this time.

- 4.4. The various Afghan programmes set up by the Home Office require the provision of support for a three year period. Families supported under other Home Office programmes are, currently, expected to receive support over a five year period. Ongoing support is currently being provided for existing Syrian refugees, as well as the newest arrivals.
- 4.5. Given the period over which families are expected to arrive and the length of support expected by the Home Office, plans should be made for a programme of support extending over a ten year period.
- 4.6. Irrespective of the programme under which each family is supported, Council will receive minimal funding of £20,520 per each individual, spread over the period of the programme.
- 4.7. Additional, year one, funding of £850 is provided for each adult to cover English language tuition.
- 4.8. Specific, year one, one-off, education funding is provided depending upon the age of the child at date of arrival.
- Age 0-3 = £0
  - Age 3-5 = £2,250
  - Age 5-18 = £4,500
- 4.9. Additional special education needs funding is available from the Home Office on a case by case basis. During the course of the previous programme application was made for assistance for two children over a two year period; additional provision of £220,822 was made available for a place at Lochies specialist provision and Alloa Extended Additional Support provision.
- 4.10. It must be noted that Home Office funding is time limited and that experience has shown that the needs of individuals who have experienced trauma may not be immediately apparent or may continue well beyond the period of funding provided by the Home Office. There is, therefore, a risk that the Council may need to bear longer term, ongoing, costs in appropriately supporting incoming refugee families and their children. These costs cannot be quantified at this time and, therefore, have not been identified in this paper.
- 4.11. Officers will work closely with CoSLA and the Home Office to ensure that families coming to Clackmannanshire will benefit from the range of services available within the area without placing undue strain on those services or diminishing provision to existing service users.

## **5.0 Proposals**

- 5.1. It is proposed that management, financial oversight, and liaison with CoSLA and the Home Office remain with Housing.
- 5.2. That the programme be managed as a ten year programme, inclusive of the current year, 20/21, with budget set up accordingly. This recognises that

service provision will run at deficit in the early years but will be programmed to deliver a balanced budget at the end of year ten.

- 5.3. That 1.5 FTE Housing Support Officers are employed for a period of seven years to support the families with their needs in the community. One FTE would be retained for a further year. This recognises the diminishing needs of families as they become settled and more independent. Funding for the full time Housing Support Officer post is to be drawn from the previous VPR program budget until 2025/26 and this is factored into costings attached at Appendix 1.
- 5.4. In order to fully support a 'Team around the Families' approach, People Directorate would require one Additional Support Needs teacher, one English as an Additional Language (EAL) teacher and one English for Speakers of Other Languages (ESOL) CLD worker to be recruited for eight years of the programme to meet the educational needs of the children and families. This would be based on the earlier award winning model. Funding for the (ESOL) CLD post is to be drawn from the previous VPR program budget until 2023/24 and this is factored into costings attached at Appendix 1.
- 5.5. Additionally, 0.4 FTE Educational Psychologists would be recruited for a nine year period. This post would be working in close partnership with Social Work colleagues.
- 5.6. Detailed costings are attached at Appendix 1 exploring the affordability of this proposal. Wage inflation is allowed at 2.5%
- 5.7. An uncommitted funding amount of £284,920 has been identified by the model which may be used to cover unforeseen expenditure. Please note that no allowance has been made for redundancy costs.

## **6.0 Next Stages**

- 6.1. Officers will continue to discuss the refugee programme with CoSLA, the Home Office, RSLs and Third Sector partners in preparation for the first arrivals.

## **7.0 Recommendations**

- 7.1. Council notes the proposed actions.

## **8.0 Sustainability Implications**

- 8.1. None.

## 9.0 Resource Implications

### 9.1. *Financial Details*

9.2. The full financial implications of the recommendations are set out in the report. This includes a reference to full life cycle costs where appropriate. Yes

9.3. Finance have been consulted and have agreed the financial implications as set out in the report. Yes

### 9.4. *Staffing*

## 10.0 Exempt Reports

10.1. Is this report exempt? Yes  (please detail the reasons for exemption below) No

## 11.0 Declarations

The recommendations contained within this report support or implement our Corporate Priorities and Council Policies.

(1) **Our Priorities** (Please double click on the check box )

Yes

(2) **Council Policies** (Please detail)

## 12.0 Equalities Impact

12.1. Have you undertaken the required equalities impact assessment to ensure that no groups are adversely affected by the recommendations? Yes

## 13.0 Legality

9.1 It has been confirmed that in adopting the recommendations contained in this report, the Council is acting within its legal powers. Yes

## 10.0 Appendices

Appendix 1 – Afghan Families Resourcing

## 11.0 Background Papers

11.1 Have you used other documents to compile your report? (All documents must be kept available by the author for public inspection for four years from the date of meeting at which the report is considered)

Yes  No

### Author(s)

NAME	DESIGNATION	TEL NO / EXTENSION
Wilson Lees	Team Leader	2357

### Approved by

NAME	DESIGNATION	SIGNATURE
Pete Leonard	Strategic Director (Place)	

Resource Requirement													
People Directorate	FTE	Anticipated Costs	Year 1 (21/22)	Year 2 (22/23)	Year 3 (23/24)	Year 4 (24/25)	Year 5 (25/26)	Year 6 (26/27)	Year 7 (27/28)	Year 8 (28/29)	Year 9 (29/30)	Year 10 (30/31)	Total
Additional Support Needs (ASN) teacher	1	-	£0	£56,375	£57,784	£59,229	£60,710	£62,227	£63,783	£65,378	£67,012	£68,687	£561,186
English as Additional Language (EAL) teacher	1	-	£0	£56,375	£57,784	£59,229	£60,710	£62,227	£63,783	£65,378	£67,012	£68,687	£561,186
Educational Psychologist	0.4	-	£0	£36,900	£37,823	£38,768	£39,737	£40,731	£41,749	£42,793	£43,863	£44,959	£367,322
ESOL CLD Worker	1	-	£0	£0	£42,004	£43,054	£44,130	£45,234	£46,365	£47,524	£48,712	£49,930	£366,952
<b>TOTAL :</b>													<b>£1,856,645</b>
Place Directorate	FTE	Anticipated Costs	Year 1 (21/22)	Year 2 (22/23)	Year 3 (23/24)	Year 4 (24/25)	Year 5 (25/26)	Year 6 (26/27)	Year 7 (27/28)	Year 8 (28/29)	Year 9 (29/30)	Year 10 (30/31)	Total
Housing Support Officer	1	-	£0	£0	£0	£0	£41,040	£42,066	£43,117	£44,195	£0	£0	£170,418
Housing Support Officer	0.5	-	£0	£19,055	£19,531	£20,019	£20,520	£21,033	£21,558.70	£0	£0	£0	£121,717
<b>Staffing Total</b>													<b>£292,135</b>
Property Set Up(24 families)	-	£120,000		-	-	-	-	-	-	-	-	-	£120,000
Airport Pick Up	-	£7,200		-	-	-	-	-	-	-	-	-	£7,200
Clothes(Children)	-	£4,800		-	-	-	-	-	-	-	-	-	£4,800
Cash Advance	-	£24,000		-	-	-	-	-	-	-	-	-	£24,000
Interpretation	-	£50,000		-	-	-	-	-	-	-	-	-	£50,000
Standby	-	£30,000		-	-	-	-	-	-	-	-	-	£30,000
<b>Expenses Total</b>													<b>£236,000</b>
<b>PLACE TOTAL:</b>													<b>£528,135</b>
<b>ANTICIPATED EXPENDITURE - GRAND TOTAL</b>													<b>£2,384,780</b>

**Potential Income**

Families	Scheme	Anticipated Income	Year 1 (21/22)	Year 2 (22/23)	Year 3 (23/24)	Year 4 (24/25)	Year 5 (25/26)	Year 6 (26/27)	Year 7 (27/28)	Year 8 (28/29)	Year 9 (29/30)	Year 10 (30/31)	Total	
Family 1	Other	Syrian arrival Oct 21	£55,550	£25,000	£18,500	£11,500	£5,000	£0	£0	£0	£0	£0	£115,550	
Family 2	Afghan	Year 1 funding for each family includes any education and ESOL supplement. These calculations assume a family of 5, one child below age 3, one aged 3-5 and one aged 5-18 - an additional £312,000 will be provided to the Health Board directly from the Home Office	£0	£60,950	£30,000	£20,100	£0	£0	£0	£0	£0	£0	£111,050	
Family 3	Afghan		£0	£60,950	£30,000	£20,100	£0	£0	£0	£0	£0	£0	£111,050	
Family 4	Afghan		£0	£60,950	£30,000	£20,100	£0	£0	£0	£0	£0	£0	£111,050	
Family 5	Afghan		£0	£60,950	£30,000	£20,100	£0	£0	£0	£0	£0	£0	£111,050	
Family 6	Afghan		£0	£0	£60,950	£30,000	£20,100	£0	£0	£0	£0	£0	£111,050	
Family 7	Afghan		£0	£0	£60,950	£30,000	£20,100	£0	£0	£0	£0	£0	£111,050	
Family 8	Afghan		£0	£0	£60,950	£30,000	£20,100	£0	£0	£0	£0	£0	£111,050	
Family 9	Afghan		£0	£0	£60,950	£30,000	£20,100	£0	£0	£0	£0	£0	£111,050	
Family 10	Afghan		£0	£0	£60,950	£30,000	£20,100	£0	£0	£0	£0	£0	£111,050	
Family 11	Afghan		£0	£0	£0	£60,950	£30,000	£20,100	£0	£0	£0	£0	£111,050	
Family 12	Afghan		£0	£0	£0	£60,950	£30,000	£20,100	£0	£0	£0	£0	£111,050	
Family 13	Afghan		£0	£0	£0	£60,950	£30,000	£20,100	£0	£0	£0	£0	£111,050	
Family 14	Other		£0	£0	£0	£51,050	£25,000	£18,500	£11,500	£5,000	£0	£0	£111,050	
Family 15	Other		£0	£0	£0	£51,050	£25,000	£18,500	£11,500	£5,000	£0	£0	£111,050	
Family 16	Other		£0	£0	£0	£0	£51,050	£25,000	£18,500	£11,500	£5,000	£0	£111,050	
Family 17	Other		£0	£0	£0	£0	£51,050	£25,000	£18,500	£11,500	£5,000	£0	£111,050	
Family 18	Other		£0	£0	£0	£0	£51,050	£25,000	£18,500	£11,500	£5,000	£0	£111,050	
Family 19	Other		£0	£0	£0	£0	£51,050	£25,000	£18,500	£11,500	£5,000	£0	£111,050	
Family 20	Other		£0	£0	£0	£0	£51,050	£25,000	£18,500	£11,500	£5,000	£0	£111,050	
Family 21	Other		£0	£0	£0	£0	£0	£51,050	£25,000	£18,500	£11,500	£5,000	£111,050	
Family 22	Other		£0	£0	£0	£0	£0	£0	£51,050	£25,000	£18,500	£11,500	£5,000	£111,050
Family 23	Other		£0	£0	£0	£0	£0	£0	£51,050	£25,000	£18,500	£11,500	£5,000	£111,050
Family 24	Other		£0	£0	£0	£0	£0	£0	£51,050	£25,000	£18,500	£11,500	£5,000	£111,050
<b>ANTICIPATED INCOME - GRAND TOTAL</b>														<b>£2,669,700</b>

**Uncommitted      £284,920**

Assumptions:	
1	Families will consist of 2 adults and three children
2	One child aged less than 3, one aged 3-5 and one aged 5-18
3	12 Families will be taken in under Afghan scheme - 3 Year funding
4	12 Families will be taken in under other schemes - assume these will run for 5 years
5	Wage inflation calculated at 2.5% - further work required given known NI increase
6	Housing support to run for 2 years after arrival