

# **Super Sponsor Scheme Review Equality Impact Assessment**

**September 2023**

# Super Sponsor Scheme Review - Equality Impact Assessment

<b>Title of policy/ strategy/ legislation</b>	Interventions as a Result of the Review of the Super Sponsor Scheme
<b>Minister</b>	Minister with Special Responsibilities for refugees from Ukraine
<b>Lead Official</b>	
<b>Directorate</b>	Directorate for Ukraine Resettlement
<b>New policy and/or legislation</b>	The review has identified 16 interventions aimed at improving the current Super Sponsor Scheme and our response in supporting displaced people from Ukraine to settle well in Scotland.

## Screening

### Policy Aim

On 18 March 2022, the UK Government introduced a new visa scheme called the 'Ukraine Sponsorship Scheme' (also referred to as 'Homes for Ukraine'). Ukrainian nationals and their family could now apply for a three year UK visa, but only having first secured sponsorship from an eligible UK resident able to provide accommodation.

The Scottish Government took the decision to act as 'super sponsor' in its own right so that applicants could select the Scottish Government as sponsor, receive a visa and travel immediately without the need for private sponsorship arrangements to be found first. This option, designed to be accessible and safe, removed entirely the requirement for those fleeing war to seek out a sponsor, for example, on social media.

Following a significant increase in new applications, and against a backdrop of continued pressure on short-term accommodation from pre-existing visa-holders, on 11 July the Scottish Government announced there would be a three-month pause to new applications and the scheme closed on 13 July.

The Minister with Special Responsibility for Refugees from Ukraine then instructed officials to conduct a rapid review of the scheme with a focus on sustainability and longer-term accommodation, and to develop a set of criteria against which any plan to re-open the super sponsor scheme to new applications could be objectively assessed. The [outcome of this review](#) was published on 01 November 2022.

The review was led by the Chief Social Policy Adviser, Professor Linda Bauld, with broad engagement from subject matter experts across local government, the third sector (for example the Scottish Refugee Council) and academia (for example the Chair of 'New Scots Core Group for Refugee Integration'). The review also benefitted from the lived experience of recently arrived Ukrainians.

The outcome of the review is 16 specific interventions aimed at improving the performance of the existing scheme, and a set of seven criteria, also developed with support of key stakeholders, to ensure any future plan to reopen is safe and deliverable.

The interventions range from clearer information and support, additional investment in social housing and innovative alternatives such as modular housing, as well as action to reduce barriers to employment and the private rental sector. The review team noted that many of the more innovative interventions have potential well beyond Ukrainian communities, for example, responding to homelessness and could leave a housing legacy beyond Ukraine.

By working with partners to design and implement the 16 specific interventions identified by the review of the super sponsor scheme, we aim to improve the performance of the scheme, empowering those arriving with clear advice, support and improved access to longer-term housing options thereby reducing dependency on welcome and temporary accommodation.

The 16 interventions are:

1. Improved Clarity in Pre-Arrival Communications – *Immediate*
2. Refined Arrival Script and Communications – *Immediate*
3. Strengthening of Matching – *Immediate*
4. Social Housing – *Immediate*
5. Scotland Call for Volunteers – *Short-term*
6. Greater Emphasis on Employability – *Short-term*
7. Local Welcome – *Short-term*
8. National Approach to Re-matching – *Short-term*
9. Refinement of Accommodation Offer – *Short-term*
10. Warm Welcome Grant – *Medium-term*
11. Private Rental Assistance – *Medium-term*
12. Self-matching Infrastructure – *Medium-term*
13. Modular Housing – *Medium-term*
14. Approach to Matching – *Medium-term*
15. Headlease Scheme – *Longer-term*
16. Research and International Best Practice – *Ongoing*

## Who will it affect?

The interventions outlined in the review will have a direct impact on displaced people from Ukraine who already have or plan to move to Scotland under the Super Sponsor Scheme. It will also affect the communities in Scotland in which displaced people from Ukraine live in, including local services, businesses, employers and members of the public.

## What might prevent the desired outcomes being achieved?

Due to the broad nature of these interventions, an array of circumstances could prevent desired outcomes being achieved. For example, increased communications will need to be fully accessible, for example in community languages and in different formats, so that they reach the intended communities, the £50 million fund will need to be advertised and accessible so that councils can make bids, and resettlement teams will need to be sufficiently funded and upskilled to strengthen the rate of resettlement.

Availability of suitable housing also remains a key challenge, especially in areas like Edinburgh where the social and private rented sectors are already saturated. Demand for housing in areas like Glasgow and Edinburgh is also high among displaced people.

In addition, the visa application process is fully reserved to the UK Government and dealt with by the Home Office. This means that we are restricted in terms of decisions we can make beyond the initial three year visa period, particularly in terms of longer term funding arrangements to support for wider integration within our communities.

## Evidence Bases

Visa data by country, upper and lower tier local authority is published weekly on the [UK government website](#). In addition, Home Office and Department for Levelling Up, Housing and Communities (DLUHC) publish visa data by age and sex of applicant for England, Scotland, Wales and Northern Ireland every quarter. Moreover, analysis of Ukrainian nationals entering employment in the UK by age, gender and region has recently been released by [DLUHC and HM Revenue & Customs \(HMRC\)](#).

Office for National Statistics (ONS) have released experimental statistics on [sponsors' experiences of Ukraine Sponsorship Scheme](#). These cover hosting arrangements, sponsor characteristics, support provided, sponsor intentions and challenges. ONS have also published experimental statistics on [experiences of visa holders entering the UK under the Ukraine Humanitarian Schemes](#).

The Scottish Government also publishes [latest data and information on the Ukraine Sponsorship Scheme in Scotland](#). This covers monthly Ukraine sponsorship scheme statistics, expressions of interest data reconciliation exercise, economic impact of migration and a summary report on in-depth

interviews carried out by Scottish Government analysts with guests in Scotland and people hosting them.

Analysts are working closely with the Home Office, the Department for Levelling Up, Housing and Communities (DLUHC) and Scottish local authorities to continue trustworthy, quality and valuable release of data. In addition, officials will use knowledge of Scottish and Ukrainian communities, as well as lived experience, to inform decision making.

In respect of the wider contribution of displaced people from Ukraine in Scotland, OCEA have published a [discussion paper](#) which provides an overview of the characteristics and lived experiences of Ukrainian displaced people seeking employment in Scotland, and contains illustrative modelling of the long term contribution that they could make to the Scottish economy.

## **Stage 1: Framing**

### **Results of framing exercise**

The 16 interventions as part of the Super Sponsor Scheme Review have far reaching and cross-cutting implications for displaced people arriving from Ukraine as well as the communities they will join, they will have effects across many of the nine protected characteristics as set out in the Equality Act 2010. Therefore, we have decided to undertake a strategic impact assessment of the review as a whole, and further assessments of each of the 16 interventions.

This EQIA will focus on the outcome of the review on a strategic level and operational and policy teams will assess whether any stand-alone assessment is required for specific interventions as work to take these forward progresses.

### **Extent/Level of EQIA required**

This EQIA should be used as a tool and evidence base for teams undertaking specific interventions. Specifically, this EQIA assesses any impacts of applying a proposed new or revised policy or practice against the three needs of the public sector equality duty.

The needs are to:

- Eliminate discrimination, harassment and victimisation;
- Advance equality of opportunity; and
- Foster good relations

## Stage 2: Data and evidence gathering, involvement and consultation

Include here the results of your evidence gathering (including framing exercise), including qualitative and quantitative data and the source of that information, whether national statistics, surveys or consultations with relevant equality groups.

### Protected Characteristic: Age

#### Evidence gathered and strength/quality of evidence

##### Age Demographics – Super Sponsor Scheme<sup>1</sup>

The highest proportion of both male and female applicants has been in the '18 to 64' age group, for the Scottish Super Sponsor Scheme since March 2022.

The highest proportion of arrivals in the UK under the Scottish Super Sponsor Scheme (those sponsored by the Scottish Government) were aged between 18 and 64 for both males and females across all reporting periods between 18 March 2022 and 31 December 2022.

Please note that age and sex demographics are extracted from the visa application form, and will reflect the individual's travel documentation and their age when first arriving to the UK under the Ukraine Sponsorship Scheme.

Between March to September 2022 across the UK, the most common age bracket for Ukrainian nationals in employment **across both genders** was **35-44** with around 8,250 (29%) individuals in this age range having, been employed at some point. This is followed by those aged 25-34 with around 8,000 (28%) individuals having been employed.

Across the UK, the most common age bracket for **males** in employment was **25-34 (2,300 individuals)** and the most common age bracket for females in employment was **35-44 (6,450 individuals) between March and September 2022.**

Following a Scottish Government survey of local authorities, data indicates that as at 31 March 2023, 3,124 Ukrainian children were enrolled in primary and secondary schools across Scotland.

#### Data gaps identified and action taken

These demographics were published by DLUHC up to 31 December 2022. Analysis of Ukrainian nationals in employment in the UK was released by DLUHC and HMRC on 23 March 2023.

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<sup>1</sup> [Homes for Ukraine Sponsorship Scheme and Ukraine Family Scheme: Visa data by age and sex of applicant - GOV.UK](#)  
[Analysis of Ukrainian nationals entering employment in the UK - GOV.UK \(www.gov.uk\)](#)  
[Pupils displaced from Ukraine | Tableau Public](#)

## **Ukraine Population<sup>2</sup>**

According to data available on Statista website, 18% of Ukraine population is under 18 years of age. This compares to 22% of under 18 arrivals in the UK under the Scottish Super Sponsor Scheme in the latest reporting period 1 October to 31 December 2022.

82% of Ukraine population is 18 years of age and over. This compares to 78% of arrivals in the UK with a Scottish sponsor between 1 October and 31 December 2022 for equivalent age band.

Almost 14% of Ukraine population is ages 0-14, while 12% is 15-24 years of age. And 57% of the population is 25-64 years of age, while 15% is 65 years and over.

## **Scottish Population<sup>3</sup>**

Scotland's population is aging with an increasing number of people in older age groups compared with previous decades.

In 2021, 17% of Scotland's population were 0-15 years (decreased from 19% since 2001).

In 2021, 20% of Scotland's population were 65 years and older (increased from 16% since 2001).

The percentage of 16-64 year olds has decreased from 65% in 2001 to 64% on 2021.

## **Scottish population – age and location<sup>3</sup>**

More rural council areas tend to have an older age profile. Dumfries and Galloway, and Na h-Eileanan Siar had the highest proportion of people aged 65+ at 27%, in mid-2021. These were followed by Argyll and Bute, South Ayrshire and Scottish Borders at 26% each, and Orkney and Angus at 25% each in mid-2021.

Scotland's cities have the lowest proportion of people aged 65+. Glasgow City had the lowest proportion in mid-2021, at 14%, followed by City of Edinburgh (15%) and Aberdeen City (16%).

## **Scottish population – age and employment<sup>4</sup>**

The youth (16-24) employment rate in Scotland decreased by 2.1 percentage points over the year from 59.3 per cent in 2017 to 57.2 per cent in 2018.

88,600 people aged 65 years and over were in employment in Scotland in 2018, almost twice as many as ten years ago.

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<sup>2</sup> [Ukraine Population 2023 \(Live\) \(worldpopulationreview.com\)](https://www.worldpopulationreview.com/countries/ukraine-population)

[Ukraine population by age 2022 | Statista](https://www.statista.com/statistics/1101114/ukraine-population-by-age/)

[Homes for Ukraine Sponsorship Scheme: Visa data by age and sex of applicant - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/collections/homes-for-ukraine-sponsorship-scheme-visa-data-by-age-and-sex-of-applicant)

<sup>3</sup> Mid-2021 Population Estimates Scotland, NRS - [Mid-2021 Population Estimates Scotland | National Records of Scotland \(nrscotland.gov.uk\)](https://www.nrscotland.gov.uk/publications/mid-2021-population-estimates-scotland)

<sup>4</sup> Regional employment patterns in Scotland: statistics from the Annual Population Survey 2018 - [Regional employment patterns in Scotland: statistics from the Annual Population Survey 2018 - gov.scot \(www.gov.scot\)](https://www.gov.scot/publications/employment-patterns-in-scotland-statistics-from-the-annual-population-survey-2018/pages/12.aspx)

The employment rate for those aged 65 years and over increased from 5.9 per cent in 2008 to 8.8 per cent in 2018\* \* Statistically significant.

### **Data gaps identified and action taken**

This information doesn't show full picture of employment in each local authority area.

### **Scottish population – age, employment and location<sup>5</sup>**

The local authority areas with the highest youth (16-24) employment rates in Scotland in 2018 were Orkney Islands (89.9 per cent), Na h-Eileanan Siar (72.9 per cent) and Highland (70.4 per cent).

The areas with the lowest youth employment rates during this period were East Renfrewshire (37.3 per cent), Glasgow City (40.2 per cent) and East Ayrshire (47.1 per cent). It should be noted that youth employment rates in university cities are likely to be lower due to higher levels of economically inactive students.

The local authorities with the highest employment rate for those aged 50 years and over were: Shetland Islands (57.8 per cent), Orkney Islands (46.7 per cent) and Highland (45.8 per cent).

### **Scottish population – age, employment and sex<sup>5</sup>**

The employment level for those aged 50 to 64 years increased by 131,600 from 640,300 in 2008 to 771,900 in 2018. The employment rate increased from 65.2 per cent in 2008 to 69.7 per cent in 2018\*. Women accounted for approximately two thirds (64.1 per cent) of the increase in employment for those aged 50-64.

## **Protected Characteristic: Disability**

### **Evidence gathered and strength/quality of evidence**

#### **Disability Demographics – Super Sponsor Scheme<sup>6</sup>**

Almost three-quarters (74%) of respondents to the ONS survey reported their physical health as "good or very good", and 67% marked their mental health as "good or very good".

Around one in ten (12%) adults reported a physical or mental health condition or illness lasting or expected to last 12 months or more.

### **Data gaps identified and action taken**

ONS survey of visa holders entering the UK under the Ukraine Humanitarian Schemes provides an insight into self-reported health of Ukrainian respondents.

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<sup>5</sup> Regional employment patterns in Scotland: statistics from the Annual Population Survey 2018

<sup>6</sup> [Visa holders entering the UK under the Ukraine Humanitarian Schemes, Outcomes Survey - Office for National Statistics \(ons.gov.uk\)](https://ons.gov.uk/news/articles/visa-holders-entering-the-uk-under-the-ukraine-humanitarian-schemes-outcomes-survey)



## Scottish Population<sup>7</sup>

32% of adults in Scotland had a long-term limiting mental or physical health condition or disability in 2017

In 2017, 34% of women were disabled and 29% of men were disabled.

In 2021, almost half (47%) of the adult population in Scotland reported living with a long-term health condition.

Women were more likely than men to report having such a condition (52%, compared with 43%).

## Scottish Population – Disability and Age<sup>8</sup>

In 2021, 13,255 children in Scotland were looked after. An estimated 10 per cent of Scotland's 13,255 looked after children were recorded as having a disability. This is the same as the overall proportion of children with a disability (10 per cent) found in the Scottish Health Survey 2017.

In 2017, the Scottish Health Survey (SHeS) estimated that 45% of adults (16+ years of age) (and 17% of children) had a long term condition or illness, and that 32% of adults (16+ years of age) (and 10% of children) had long-term conditions that were also limiting.

## Protected Characteristics: Sex

### Evidence gathered and strength/quality of evidence

#### Sex Demographics – Super Sponsor Scheme<sup>9</sup>

The largest proportion of the Scottish Super Sponsor Scheme applications, visas issued and arrivals were from female applicants in the period 18 March to 31 December 2022.

##### Visa Applicants

- Male: 16,625
- Female: 21,800

##### Visas Issued

- Male: 13,835
- Female: 17,995

##### Arrivals

- Male: 7,670
- Female: 10,750

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<sup>7</sup> Scottish Health Survey 2021 [The Scottish Health Survey 2021 - volume 1: main report - gov.scot \(www.gov.scot\)](https://www.gov.scot/publications/scottish-health-survey-2021-main-report/pages/introduction.aspx) and [Introduction - Scotland's Wellbeing: national outcomes for disabled people - gov.scot \(www.gov.scot\)](https://www.gov.scot/publications/scottish-health-survey-2021-main-report/pages/introduction.aspx)

<sup>8</sup> Children's Social Work Statistics Scotland 2020/2021 - [Children's Social Work Statistics, Scotland 2020-21 - gov.scot \(www.gov.scot\)](https://www.gov.scot/publications/childrens-social-work-statistics-scotland-2020-21/pages/introduction.aspx)

<sup>9</sup> [Homes for Ukraine Sponsorship Scheme and Ukraine Family Scheme: Visa data by age and sex of applicant - GOV.UK](https://www.gov.uk/government/statistics/homes-for-ukraine-sponsorship-scheme-and-ukraine-family-scheme-visa-data-by-age-and-sex-of-applicant)  
[Analysis of Ukrainian nationals entering employment in the UK - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/statistics/homes-for-ukraine-sponsorship-scheme-and-ukraine-family-scheme-visa-data-by-age-and-sex-of-applicant)

As at September 2022 across the UK, around **76% (20,150)** of Ukrainian nationals in employment were **female** and around **24% (6,250) were male**. In Scotland, the gender split is slightly narrower compared to the UK split with 69% female (1,350) and 31% male (600) as at September 2022. The number of Ukrainian nationals in active employment in Scotland has increased from 250 individuals for females in May and from 200 individuals for males as recorded in June 2022. While the data set published covers period between March and September 2022 across the UK, most of the data for March, April and May 2022 has not been provided for Scotland to protect taxpayer confidentiality.

### **Data gaps identified and action taken**

These demographics were published by DLUHC up to 31 December 2022. In addition, Analysis of Ukrainian nationals in employment in the UK was released by DLUHC and HMRC on 23 March 2023.

### **Sex and Age – Super Sponsor Scheme<sup>9</sup>**

The highest proportion of both male and female applicants under the Scotland's Super Sponsor Scheme was in the '18 to 65' age group from 18 March to 31 December 2022.

The proportion of Super Sponsor visa applications, visas issued and arrivals for under 18s was similar for males and females.

### **Data gaps identified and action taken**

These demographics were published by DLUHC up to 31 December 2022.

### **Scottish Population<sup>10</sup>**

The latest estimate of Scotland's population (on 30 June 2021) is 5,479,900.

Scotland had a relatively even split between sexes in 2021, with 51% women and 49% men, although this varied amongst age groups.

### **Scottish Population – Sex and Age**

The youngest age groups had a higher proportion of males as more boys are born than girls, whilst the oldest age groups had a lower proportion of men because women have a longer life expectancy in Scotland.<sup>11</sup>

On 31st July 2021, of the estimated 13,225 children who were looked after in Scotland, 54 per cent were male and 46 per cent were female.<sup>12</sup>

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<sup>10</sup> Mid-2021 Population Estimates Scotland [Mid-2021 Population Estimates Scotland | National Records of Scotland \(nrscotland.gov.uk\)](https://www.nrscotland.gov.uk)

<sup>11</sup> Mid-2020 Population Estimates Scotland

<sup>12</sup> Children's Social Work Statistics Scotland 2020-21 [Children's Social Work Statistics, Scotland 2020-21 - gov.scot \(www.gov.scot\)](https://www.gov.scot)

## Scotland's Gender Index Scores<sup>13</sup>

Scotland's Gender Equality Index is designed to represent gender equality numerically, with a score of one indicating no gender equality and a score of 100 indicating full gender equality. Scotland's baseline score for 2020 is 73, which indicates there is some way to go before full gender equality is reached.

Work domain: 76  
Money domain: 85  
Time domain: 84  
Knowledge domain: 78  
Power domain: 44  
Health domain: 99

## Scottish Population – Sex and Employment<sup>14</sup>

The employment rate for women in 2021 was 70.7 per cent, lower than the employment rate for men (75.8 per cent).

The gender employment gap increased from 4.7 percentage points in 2020 to 5.1 percentage points (pp) in 2021. However, the 2021 gap is smaller than the gap of 6.3 pp in 2019. This is the second smallest gap in the calendar series behind 2020.

86.3 per cent of men in employment are in full time employment compared to 61.6 per cent of women.

## Protected Characteristics: Sexual Orientation Evidence gathered and strength/quality of evidence

### Demographics – Super Sponsor Scheme

- *None published*

### Data gaps identified and action taken

- *This data is not being collected.*

## Scottish Population<sup>15</sup>

Around 3% of adults self-identified as lesbian, gay, bisexual or other.

95% of adults self-identified as straight or heterosexual.

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<sup>13</sup> Scotland's Gender Equality Index 2020 [Scotland's Gender Equality Index 2020 \(data.gov.scot\)](https://data.gov.scot)

<sup>14</sup> [Scotland's Labour Market: People, Places and Regions – Protected Characteristics. Statistics from the Annual Population Survey 2021 - gov.scot \(www.gov.scot\)](https://www.gov.scot)

<sup>15</sup> Scottish Household Survey Core Questions 2019

## Scottish Population – Sexual Orientation and Discrimination<sup>16</sup>

In 2019 adults identified themselves as 'gay, lesbian or bisexual' were more likely to have experienced discrimination in the previous 12 months (22 per cent) compared to only (7 per cent of heterosexual or straight adults).

LGBT adults were also more likely to have experienced harassment (16 per cent) than heterosexual or straight adults (6 per cent).

## Scottish Population – Sexual Orientation and Employment<sup>17</sup>

In 2018, people who identified as 'LGB and other' were twice as likely to be unemployed compared to those who identified as 'heterosexual' (4.0 percent versus 2.0 per cent). It is important to note that a higher proportion of those identifying as 'LGB and other' were in the age groups 16-24 and 25-34, which were also the age groups where unemployment was higher.

## Sexual Orientation and Human Rights<sup>18</sup>

Offence aggravation data indicate that in 2020/21, 255 people were convicted in Scottish courts of crime or an offence with an associated sexual orientation aggravation. The number of convictions with a sexual orientation aggravation decreased by 40% in the past year, and is 65% higher than in 2011-12 (155 convictions).

87% of these were for charges of breach of the peace.

## Protected Characteristics: Gender Reassignment Evidence gathered and strength/quality of evidence

### Demographics – Super Sponsor Scheme

- *None published*

### Data gaps identified and action taken

- *This data is not being collected.*

## Scottish Population<sup>19</sup>

- GIRES estimated that between 0.6% and 1.0% of the population were trans
- As of 2011, 12,500 adults in the UK had sought medical interventions related to their gender dysphoria. The number of trans people accessing Gender Identity Clinics each year is increasing.

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<sup>16</sup> Scottish Household Survey 2019

<sup>17</sup> Scottish Household Survey Core Questions 2019

<sup>18</sup> [Criminal proceedings in Scotland: 2020-2021 - gov.scot \(www.gov.scot\)](https://www.gov.scot/resources/documents/2021/04/Criminal_proceedings_in_Scotland_2020-2021_-_gov.scot_(www.gov.scot).pdf)

<sup>19</sup> Gender Identity Research and Education Society (GIRES) – The number of Gender Variant People in the UK (update 2011)

*More recent data would be preferable.*

## **Scottish Population – Gender Reassignment and Age**

Trans people seek medical assistance with their transition at any age. The median age is 42.

*More recent data would be preferable.*

## **Gender Reassignment and Human Rights<sup>20</sup>**

A survey of 71 respondents show that:

- 46% of respondents had previously experienced transphobic abuse in domestic relationships: mostly this took the form of verbal abuse but 17% experienced threatening behaviour; 11% experienced physical abuse and six percent experienced sexual abuse.
- 62% of respondents stated that they had experienced transphobic harassment from strangers in public places who perceived them to be Transgender: mostly this took the form of verbal abuse but 31% experienced threatening behaviour, 17% experienced physical assault and four percent experienced sexual assault.
- Although 38% did not describe experiencing transphobic harassment from strangers, it must be taken into account that 23% of respondents stated they have never been perceived to be Transgender by any strangers. Therefore, just 15% of respondents had been perceived as Transgender by strangers on one or more occasion but never experienced any transphobic harassment.
- Only 15% of respondents had ever reported any transphobic harassment to the police. Of those 11 respondents, only five stated they were satisfied with the response they received from the police.

*More recent data would be preferable. A small number of respondents.*

## **Protected Characteristics: Race**

### **Evidence gathered and strength/quality of evidence**

#### **Demographics – Super Sponsor Scheme**

- *None published*

#### **Data gaps identified and action taken**

- *This data is not being collected.*

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<sup>20</sup> Transgender Experiences in Scotland 2008

## **Scottish Population<sup>21</sup>**

In 2019, the largest ethnic group was 'White Scottish' at 75.9%

Other white ethnicities made up 19.3%, Asian (including Asian, Asian Scottish or Asian British) was 2.9%, and all other ethnic groups (including categories within the 'Mixed or Multiple Ethnic Group', 'African', 'Caribbean or Black', and 'Other Ethnic Group' sections)- made up 1.8%

## **Scottish Population – Race and Age<sup>22</sup>**

In 2021 8.9% of early learning and childcare registrations had a home language other than English.

## **Scottish Population – Race and Discrimination<sup>23</sup>**

In 2019 minority ethnic adults were more likely to have experienced discrimination in the previous 12 months (19 per cent) compared to white adults (7 per cent).

Minority ethnic adults were also more likely to have experienced harassment (17 per cent) than adults from 'White' ethnic groups (6 per cent).

## **Scottish Population – Race and Employment<sup>24</sup>**

The employment rate for the minority ethnic population aged 16-64 was 62.1 per cent which is lower than the white population with an employment rate of 73.9 per cent.

The minority ethnic employment gap (difference between the employment rates for white and minority ethnic people) was 11.7 percentage points, higher than the gap in 2020 (9.7 percentage points), but lower than 2019 (16.4 percentage points)

## **Scottish Population – Race, Employment & Sex<sup>24</sup>**

In 2021, the ethnicity employment rate gap for women was estimated at 23.1 percentage points (pp). While the gap for men was estimated at -1.5 percentage points (pp). A negative ethnicity employment rate gap is where the rate for the minority ethnic group is higher than the rate for the white group.

## **Scottish Population – Race, Employment & Age<sup>24</sup>**

- In 2021, the ethnicity employment rate gap was largest for those aged 16 to 24 (19.6 pp) followed by those aged 25 to 34 (18.9 pp). The gap for 35 to 49 year olds was 17.9 pp and the gap for those aged 50 to 64 was -8.4 pp.

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<sup>21</sup> Scottish Surveys Core Questions 2019

<sup>22</sup> [Summary Statistics For Schools In Scotland 2021 - gov.scot \(www.gov.scot\)](https://www.gov.scot/publications/summary-statistics-for-schools-in-scotland-2021/pages/summary-statistics-for-schools-in-scotland-2021.aspx)

<sup>23</sup> Scottish Household Survey 2019

<sup>24</sup> [Scotland's Labour Market: People, Places and Regions – Protected Characteristics. Statistics from the Annual Population Survey 2021 - gov.scot \(www.gov.scot\)](https://www.gov.scot/publications/scotland-labour-market-people-places-and-regions-protected-characteristics/pages/scotland-labour-market-people-places-and-regions-protected-characteristics.aspx)

- Estimates for 16 to 24 year olds are based on small sample sizes. They may be less precise and users should be cautious when quoting them.

### **Scottish Population – English Language Skills<sup>25</sup>**

Ninety four per cent of Scotland’s population aged 3 and over could speak, read and write English.

This proportion was highest for the ‘White: Other British’, ‘White: Irish’ and ‘White: Scottish’ ethnic groups (97, 96 and 94 per cent of people, respectively).

The ‘White: Polish’ group reported the lowest proportion (71 per cent) of people who were able to ‘speak, read and write English’, with a further 14 per cent who could speak, but not read or write English.

Five per cent of people who identified as ‘White: Gypsy/Traveller’ and 5 per cent of people who identified a ‘White: Polish’ ethnicity recorded their English language skills as able to understand ‘spoken English only’.

### **Scottish Population – Proficiency in Spoken English Language<sup>26</sup>**

89 per cent of Scotland’s population spoke English ‘very well’ and a further 10 per cent spoke English ‘well’.

People from minority ethnic groups reported lower levels of proficiency in spoken English compared to the population as a whole.

The ‘Chinese’ and ‘White: Polish’ groups reported the lowest levels of spoken English proficiency. Within the ‘White: Polish’ ethnic group, only 30 per cent of people reported that they could speak English ‘very well’ and 28 per cent reported that they could speak English ‘not well or not at all’.

### **Ukrainian Population – Spoken Languages<sup>27</sup>**

The major language is Ukrainian, spoken by 67% of the population, while the second most common language is Russian, spoken by 24% of the total population. The remaining 9% is comprised of various other languages.

ONS survey of visa holders entering the UK under the Ukraine Humanitarian Schemes estimated that:

Over half (56%) of adults considered themselves fluent or said they can speak a fair amount of English, while 41% said they can speak a little English or say just a few words.

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<sup>25</sup> Scottish Household Survey 2019

<sup>26</sup> Scottish Household Survey 2019

<sup>27</sup> [Ukraine Population 2023 \(Live\) \(worldpopulationreview.com\)](https://worldpopulationreview.com/ukraine-population-2023/) [Visa holders entering the UK under the Ukraine Humanitarian Schemes – Outcomes Survey - Office for National Statistics \(ons.gov.uk\)](https://ons.gov.uk/visaholdersenteringtheukundertheukrainehumanitarianchemes-outcomes-survey)

Six in 10 (60%) of adults said they can read and understand most things or a fair amount in English, while 36% said they can read and understand some simple sentences or some basic words and phrases in English.

Almost half (45%) of adults said they can write most things or a fair amount in English, while 47% said they can write some simple sentences or basic words in English.

Three-quarters (75%) of adults felt that their overall English has significantly or moderately improved since coming to the UK.

### **Data gaps identified and action taken**

ONS survey of visa holders entering the UK under the Ukraine Humanitarian Schemes provides an insight into self-reported language skills.

## **Protected Characteristics: Religion Or Belief Evidence gathered and strength/quality of evidence**

### **Demographics – Super Sponsor Scheme**

- *None published*

### **Data gaps identified and action taken**

- *This data is not being collected.*

### **Ukrainian Population<sup>28</sup>**

The people in Ukraine are known to be from several religious affiliations. These include the most common ones - the Kiev Patriarchy Orthodox Church, the Moscow Patriarchate Orthodox Church, the Ukrainian Greek Catholic Church, the Ukrainian Autocephalous Orthodox Church, Protestant churches, the Roman Catholic Church, Islam, and Jewish - and some other minority religions as well.

### **Scottish Population<sup>29</sup>**

In 2019, Christian (Church of Scotland, Roman Catholic and Other Christian) represented 43% of the adult population.

Over the past decade there has been an increase in the proportion of adults reporting not belonging to a religion, from 40% in 2009 to over half of adults (53.7%) in 2019.

There has also been a corresponding decrease in the proportion reporting belonging to 'Church of Scotland', from 32% to 21.5%.

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<sup>28</sup> [Ukraine Population 2023 \(Live\) \(worldpopulationreview.com\)](https://worldpopulationreview.com)

<sup>29</sup> Scottish Surveys Core Questions 2019



## **Scottish Population – Religion / Belief and Discrimination<sup>30</sup>**

In 2019 adults belonging to the Church of Scotland were least likely to have experienced discrimination in the previous 12 months (4%).

In contrast, 10% of Roman Catholics, and 9% of other Christians had experienced discrimination.

Adults belonging to religions other than Christianity or no religion were most likely to have experienced discrimination (24%).

## **Scottish Population – Religion / Belief and Employment<sup>31</sup>**

The highest employment rates were seen for those with no religious beliefs (74.7 per cent) followed by Christians (72.3 per cent), Other religion (68.7 per cent), Hindus (68.4 per cent), Buddhists (66.5 per cent), and Muslims (46.5 per cent). The employment rate for Scotland as a whole was 73.2 per cent.

Over the year, there were decreases in the employment rates for all religious groups except for the employment rate for Buddhists which increased 3.4 percentage points since 2019.

## **Religion / Belief and Human Rights<sup>32</sup>**

There were 123 convictions with the racial aggravation, 42% lower than last year, and the lowest level in the past 10 years

## **Protected Characteristics: Pregnancy and Maternity Evidence gathered and strength/quality of evidence**

### **Demographics – Super Sponsor Scheme<sup>33</sup>**

As per the latest findings reported in the ONS UK Humanitarian outcomes survey, conducted over a two week period between 27 February – 13 March 2023, 45% of visa holders entering the UK under the Ukraine Humanitarian Schemes live with dependent children. Of those living with dependent children, 49% reported that their current childcare responsibilities limit their ability to take up work in the UK. Of those whose childcare responsibilities limit their ability to take up work, 78% stated that this is because they can only work part-time.

### **Data gaps identified and action taken**

ONS survey of visa holders entering the UK under the Ukraine Humanitarian Schemes provides an insight into self-reported household composition and dependents. This data is not available at Scotland level.

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<sup>30</sup> Scottish Household Survey 2019

<sup>31</sup> [Scotland's Labour Market: People, Places and Regions – Protected Characteristics. Statistics from the Annual Population Survey 2021 - gov.scot \(www.gov.scot\)](https://www.gov.scot/resources/consultations-petitions/embedded/Scotland%20s%20Labour%20Market%20People%2C%20Places%20and%20Regions%20-%20Protected%20Characteristics%20Statistics%20from%20the%20Annual%20Population%20Survey%202021%20-%20gov.scot)

<sup>32</sup> [Criminal proceedings in Scotland: 2020-2021 - gov.scot \(www.gov.scot\)](https://www.gov.scot/resources/consultations-petitions/embedded/Criminal%20proceedings%20in%20Scotland%20-%202020-2021%20-%20gov.scot)

<sup>33</sup> [Visa holders entering the UK under the Ukraine Humanitarian Schemes. Outcomes Survey - Office for National Statistics \(ons.gov.uk\)](https://ons.gov.uk/people-and-population/migration-and-immigration/visas/visa-holders-entering-the-uk-under-the-ukraine-humanitarian-schemes-outcomes-survey)

## Scottish Population

- *This data is not available*

### Scottish Population – Pregnancy / Maternity and Age<sup>34</sup>

Pregnancies in young people aged under 20 are at their lowest level since reporting began in 1994.

In 2016, there were 4,622 pregnancies in young women aged under 20.

- 66% were in those aged 18 and 19
- 5% were in those aged under 16

Of the 4,622 conceptions in young women aged under 20 in 2016, 43% ended in termination (increasing to 47% in those aged under 18 and 55% in those aged under 16), although the latest ISD statistics show that there has been a significant decline in the number of terminations in the under 20s over the last decade.

### Scottish Population – Pregnancy / Maternity & Socio-Economic Status<sup>34</sup>

The absolute gap in teenage pregnancy rates between the most and least deprived is narrowing. Rates of pregnancy have reduced across all levels of deprivation in recent years, with those in the most deprived areas falling more.

However, those living in areas of highest deprivation still have pregnancy rates five times higher than those in the least deprived.

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<sup>34</sup> [Statistics - Pregnancy and parenthood in young people: second progress report - gov.scot \(www.gov.scot\)](http://www.gov.scot/Statistics-Pregnancy-and-parenthood-in-young-people-second-progress-report)

# Review of the Super Sponsor Scheme – Strategic Assessment of Impacts

## Stage 3: Assessing the impacts and identifying opportunities to promote equality

Having considered the data and evidence you have gathered, this section considers the potential impacts – negative and positive – that this policy might have on each of the protected characteristics. It is important to remember the duty is also a positive one – that we must explore whether the policy offers the opportunity to promote equality and/or foster good relations.

**Do you think that the policy impacts on people because of their age? Yes**

### Age

Eliminating unlawful discrimination, harassment and victimisation

Positive	Negative	None
		X

#### Reasons for your decision

The policy aims of the interventions are far reaching but are generally intended to help improve the efficiency of the super sponsor scheme and our response in helping displaced people from Ukraine settle well in Scotland. So far evidence does not suggest that the review of the Super Sponsor Scheme will have an effect on eliminating unlawful discrimination, harassment and victimisation in relation to the protected characteristic of age.

Advancing equality of opportunity

Positive	Negative	None
X		

#### Reasons for your decision

Overall improvements to the Super Sponsor Scheme will have a positive effect on advancing equality of opportunity across all ages.

Improved matching and accommodation offers will help displaced people of all ages to settle into communities in the longer term. This will advance equality of opportunity for children and young people who can settle into stable educational settings. People of all ages should have the choice to move into an area that meets their specific needs.

Improved options for employment will advance equality of opportunity for those displaced people of working age.

***Action: policy makers will be mindful of being inclusive of people of all ages through their communications.***

Promoting good relations among and between different age groups

**Positive**      **Negative**      **None**

X

**Reasons for your decision**

The outcome of the review has the potential to promote good relations between different age groups through community engagement. The interventions include a call for volunteers who will support displaced people across all ages. Proper community integration should promote good relations between displaced people and local communities across all ages.

**Do you think that the policy impacts disabled people? Yes**

**Disability**

Eliminating unlawful discrimination, harassment and victimisation

**Positive**      **Negative**      **None**

X

**Reasons for your decision**

Our data on this subject is very limited, but there is no evidence to suggest that any of the interventions will have an effect on eliminating unlawful discrimination, harassment and victimisation.

Advancing equality of opportunity

**Positive**      **Negative**      **None**

X

**Reasons for your decision**

Although much of the detail of policy is still in development, officials should ensure communications are inclusive of disabled people who may communicate in differing ways. Such considerations are already being given (eg using Plain English, running accessibility checks on materials, website team and user centred design team have content designers who adhere to accessibility requirements) and the team responsible will have a mandatory D&I objective in 2023/24 to upskills in developing and delivering Inclusive and Accessible Communications

For interventions to have further positive effect on advancing equality of opportunity for disabled people, specialised accommodation options should be available for disabled people with differing needs.

All people residing in welcome accommodation are supported to access relevant benefits and support, including any disability allowance.

Promoting good relations among and between disabled and non-disabled people

**Positive**      **Negative**      **None**

X

**Reasons for your decision**

The outcome of the review has the potential to promote good relations between disabled and non-disabled people through community integration and engagement.

## Do you think that the policy impacts on men and women in different ways? Yes

### Sex

Eliminating unlawful discrimination

Positive	Negative	None
		X

#### Reasons for your decision

So far evidence does not suggest that the review of the Super Sponsor Scheme will have an effect on eliminating unlawful discrimination, harassment and victimisation in relation to the protected characteristic of sex. However, ensuring necessary safeguarding measures and checks are in place has been a central part of our response and subsequent policy development.

Advancing equality of opportunity

Positive	Negative	None
X		

#### Reasons for your decision

Evidence shows that there have been more female arrivals through the Super Sponsor Scheme than males. Although the interventions are designed to affect men and women equally, more women will experience the benefits of improvements to the scheme.

Nevertheless, we know that some of the interventions might have more negative impacts on women, particularly those with young children. Our action to refine our welcome accommodation offer has resulted in the ending of concessionary lunch provision in welcome accommodation and we continue to drive savings across the programme by assessing removal of dinners and options like charging.

Officials will endeavour to take mitigating action to offset any adverse impacts, including ensuring local authorities are providing interim payments on arrival, supporting guests access their full social security entitlement including Universal Credit, Scottish Child Payment and free school meals, and sign posting to discretionary support including the Scottish Welfare Fund. Targeted closure of hotels in more rural areas in favour of welcome accommodation closer to amenities is also something officials are pursuing.

Promoting good relations between men and women

Positive	Negative	None
X		

#### Reasons for your decision

The outcome of the review has the potential to promote good relations between men and women through community integration and engagement.

**Do you think that the policy impacts on women because of pregnancy and maternity? Yes**

**Pregnancy and Maternity**

Eliminating unlawful discrimination

**Positive      Negative      None**  
X

**Reasons for your decision**

Our data on this subject is very limited, but there is no evidence to suggest that any of the interventions will have an effect on eliminating unlawful discrimination, harassment and victimisation.

Advancing equality of opportunity

**Positive      Negative      None**  
X

**Reasons for your decision**

The benefits of improvements to the scheme will be available to those going through pregnancy and maternity – such as improved housing offers, better access to employment and financial assistance.

Promoting good relations

**Positive      Negative      None**  
X

**Reasons for your decision**

The outcome of the review has the potential to promote good relations between those going through pregnancy and maternity, and those who are not, through community integration and engagement.

The interventions include a call for volunteers who will support displaced people going through pregnancy and maternity.

**Do you think your policy impacts on people proposing to undergo, undergoing, or who have undergone a process for the purpose of reassigning their sex? Yes**

**Gender reassignment**

Eliminating unlawful discrimination

**Positive      Negative      None**  
X

**Reasons for your decision**

Our data on this subject is very limited, but there is no evidence to suggest that any of the interventions will have an effect on eliminating unlawful discrimination, harassment and victimisation for trans people.

Advancing equality of opportunity

**Positive      Negative      None**  
X

**Reasons for your decision**

The benefits of improvements to the scheme will be available to people who are undergoing, or have undergone, gender reassignment – such as improved housing offers, better access to employment and financial assistance.

Accommodation with access to appropriate healthcare will be important for trans people, the strengthening of matching and accommodation offers should support this.

It is important that conversations continue to take place during the matching process to ensure any hosted accommodation is safe and suitable for trans people.

Promoting good relations

**Positive**      **Negative**      **None**

X

**Reasons for your decision**

The outcome of the review has the potential to promote good relations between trans and non-trans people, through community integration and engagement.

The interventions include a call for volunteers who will support all displaced people including those who are trans.

*Possible action: equalities training for volunteers*

**Do you think that the policy impacts on people because of their sexual orientation?**

Yes

**Sexual orientation**

Eliminating unlawful discrimination

**Positive**      **Negative**      **None**

X

**Reasons for your decision**

Our data on this subject is very limited, but there is no evidence to suggest that any of the interventions will have an effect on eliminating unlawful discrimination, harassment and victimisation based on sexual orientation.

Advancing equality of opportunity

**Positive**      **Negative**      **None**

X

**Reasons for your decision**

The benefits of improvements to the scheme will be available to people of any sexual orientation – such as improved housing offers, better access to employment and financial assistance.

Promoting good relations

**Positive**      **Negative**      **None**

X

**Reasons for your decision**

The outcome of the review has the potential to promote good relations between people with the same or different sexual orientations through community integration and engagement.

The interventions include a call for volunteers and hosts who will support displaced people of any sexual orientation.

**Do you think the policy impacts on people on the grounds of their race? Yes**

**Race**

Eliminating unlawful discrimination

**Positive      Negative      None**

X

**Reasons for your decision**

Our data on this subject is very limited, but there is no evidence to suggest that any of the interventions will have an effect on eliminating unlawful discrimination, harassment and victimisation based on race.

Advancing equality of opportunity

**Positive      Negative      None**

X

**Reasons for your decision**

The benefits of improvements to the scheme will be available to people of any sexual orientation – such as improved housing offers, better access to employment and financial assistance.

***Action: Any comms activity should be inclusive of languages spoken both by displaced people from Ukraine and those living in local communities.***

Promoting good race relations

**Positive      Negative      None**

X

**Reasons for your decision**

The outcome of the review has the potential to promote good relations between people with the same or different race through community integration and engagement.

The interventions include a call for volunteers who will be of any race and support displaced people of any race.

**Do you think the policy impacts on people because of their religion or belief? Yes**

**Religion or belief**

Eliminating unlawful discrimination

**Positive      Negative      None**

X

**Reasons for your decision**

There is no evidence to suggest that any of the interventions will have an effect on eliminating unlawful discrimination, harassment and victimisation based on race.



Advancing equality of opportunity

**Positive      Negative      None**

X

**Reasons for your decision**

The benefits of improvements to the scheme will be available to people of any sexual orientation – such as improved housing offers, better access to employment and financial assistance.

Improving our accommodation offer will allow displaced people more freedom to choose where they live – including finding accommodation suitable for their religious needs. Such as having space to pray or being near places of worship.

Promoting good relations

**Positive      Negative      None**

X

**Reasons for your decision**

The outcome of the review has the potential to promote good relations between people with the same or different religion or belief through community integration and engagement.

The interventions include a call for volunteers who will be of any religion/belief and support displaced people of any religion/belief.

## **Stage 4: Decision making and monitoring**

### **Identifying and establishing any required mitigating action**

Have positive or negative impacts been identified for any of the equality groups?

Yes. Although mainly positive, we have identified a few areas where there is a potential for negative effect if mitigations are not put in place throughout the policy development process.

Is the policy directly or indirectly discriminatory under the Equality Act 2010?

No

If the policy is indirectly discriminatory, how is it justified under the relevant legislation?

**N/A**

If not justified, what mitigating action will be undertaken?

**N/A**

### **Describing how equality impact analysis has shaped the policy making process**

This initial assessment of the outcome of the review of the Super Sponsor Scheme at a strategic level has proven that the interventions will have some effect on people across protected characteristics. These effects are largely very positive as the scheme is non-discriminatory. The benefits of improvements to the scheme should have a positive effect on displaced people from Ukraine and the communities they join. However, more work should be done to explore the effects of each intervention in more detail as policy is developed.

This impact assessment has brought together equality data on those who have arrived in in the UK under the Super Sponsor Scheme in order to make a more informed assessment. We recognise the changing situation and continue working with our partners and adapting the response as required.

It is important now to consult with displaced people from Ukraine to acquire more information based on lived experience that can inform the interventions identified in the review. For example, social researchers recently conducted a number of interviews with hosts and guests about their respective experiences, the findings of which will help inform our host policy and improve our initial communications with prospective hosts.

Analysis has also prompted officials to consider the use of inclusive communication throughout engagement with the review intervention. This will ensure all benefits are

fully accessible to people of all ages, disabled people and those whose first language is not English (or Ukrainian).

### **Monitoring and Review**

Officials will gather more data as it becomes available and use this to reassess the impacts of the outcome of the review of the Super Sponsor Scheme at regular intervals.

More focus will now be placed on assessing the impacts of the individual interventions as they are developed in detail.

### **Stage 5 - Authorisation of EQIA**

Please confirm that:

- ◆ This Equality Impact Assessment has informed the development of this policy:

Yes  No

- ◆ Opportunities to promote equality in respect of age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation have been considered, i.e.:

- Eliminating unlawful discrimination, harassment, victimisation;
- Removing or minimising any barriers and/or disadvantages;
- Taking steps which assist with promoting equality and meeting people's different needs;
- Encouraging participation (e.g. in public life)
- Fostering good relations, tackling prejudice and promoting understanding.

Yes  No

- ◆ If the Marriage and Civil Partnership protected characteristic applies to this policy, the Equality Impact Assessment has also assessed against the duty to eliminate unlawful discrimination, harassment and victimisation in respect of this protected characteristic:

Yes  No  Not applicable

## **Declaration**

**I am satisfied with the equality impact assessment that has been undertaken for Super Sponsor Scheme Review and give my authorisation for the results of this assessment to be published on the Scottish Government's website.**

**Name:**

**Position: [Deputy Director Willy Tyler Greid, Interim Deputy Director, Policy, Engagement and Finance, Ukraine Directorate or above]**

**Authorisation date:**



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