Aberdeenshire vision for refugee resettlement and integration, is built on the principles of partnership, community development, innovative practice and co-production – putting our new Scots and welcoming communities at the centre of change, action and decision making. Resettlement and integration partners, continue to work creatively to build and improve services for new Scots, in a landscape where the growth of third and community sector refugee support in the north east is still in its infancy. Our asset based approach recognises new Scots’ as a power for change and not simply victims of circumstance. The 2019 – 2022 Integration Strategy will focus on how locally and nationally, we will improve our understanding and practice, to ensure we achieve successful and progressive life outcomes for new Scots in Aberdeenshire whilst continuously developing and improving our practice. This strategy builds on the key national integration themes and embeds Aberdeenshire in national third sector and governmental improvement planning frameworks, aspirations and visions.
New Scots Refugee Integration Strategy 2018-2022 (Scotland)

For a welcoming Scotland where refugees and asylum seekers are able to rebuild their lives from the day they arrive.

To achieve this vision, we will work to ensure that Scotland:

- Is a place of safety for everyone, where people are able to live free from persecution as valued members of communities
- Enables everyone to pursue their ambitions through education, employment, culture and leisure activities
- Has strong, inclusive and resilient communities, where everyone is able to access the support and services they need and is able to exercise their rights
- Is a country that values diversity, where people are able to use and share their culture, skills and experiences, as they build strong relationships and connections

The New Scots strategy sees integration as a long-term, two-way process, involving positive change in both individuals and host communities, which leads to cohesive, diverse communities

The purpose of the New Scots strategy is to coordinate the efforts of organisations and community groups across Scotland involved in supporting refugees and asylum seekers. It provides a clear framework for all those working towards refugee integration and assists the work of all partners to make the best use of resources and expertise that are available across Scotland, by promoting partnership approaches, joined-up working and early intervention. This supports the vision of a welcoming Scotland, where people seeking protection from persecution and human rights abuses are able to settle and rebuild their lives in our communities.
Background

In October 2015, Aberdeenshire Council committed to resettling 50 families via the Syrian Vulnerable Persons’ Relocation Scheme. A further commitment was made to resettle eight families via the Vulnerable Children’s Relocation Scheme and ongoing consideration has been given to providing placements for Unaccompanied Children. The resettlement programme is funded by the Home Office with additional coordination support provided by UNHCR and COSLA. The current SVPR and VCR Schemes are due to end in March 2020, but the Home Office has consulted on refugee resettlement beyond 2020. Aberdeenshire has committed in principle to participating in future UNHCR resettlement programmes pending satisfactory funding arrangements and political approval. Although these programmes are due to end in 2020, the council will have a responsibility to support clients for a period of five years as per Home Office funding conditions.

The Refugee Resettlement Team was created to deliver resettlement and refugee integration in the Shire and consists of a Coordinator and four Housing Officers. The resettlement team are guided by the Refugee & Asylum Strategic Group. Key partners meet quarterly to oversee planning, project development and improvements. Community welcome groups, faith groups and volunteers have individually befriended, supported, mentored and motivated new Scots in Aberdeenshire, but are now moving into an exciting new phase as the Scottish Charitable Incorporated Organisation (SCIO) Friends of Amal. This new group will work closely with Al-Amal Project - a refugee led new Scots’ community development project. The Refugee Resettlement Coordinator, attends all of these groups to ensures that voices, plans and actions connect, and add value.

These four groups with equal status and value, provide a clear framework and voice for everyone working towards refugee integration, and helps partners make the best use of resources and expertise. This framework supports the vision of a welcoming Aberdeenshire, where people seeking protection from persecution and human rights abuses are able to settle and rebuild their lives in our communities.

Nationally, Aberdeenshire sits on the Scottish Government’s New Scots Communities, Culture & Social Connections Group and contributes case studies and good practice to COSLA, Scottish Government and Scottish Refugee Council. Aberdeenshire is also committed to participating in meaningful academic research around integration and resettlement and has contributed towards a number of important local, national and global studies.
Home Office and UNHCR

The 1951 UN Convention Relating to the Status of Refugees is the framework which underpins international refugee protection. It, along with the 1967 Protocol, clearly sets out the definition of a refugee, along with the kind of legal protection, other assistance and social rights a refugee is entitled to receive. It also highlights the obligations of refugees towards their host country. The Convention defines a refugee as someone who ‘owing to well-founded fear of being persecuted for reasons of race, religion, nationality, membership of a particular social group or political opinion, is outside the country of his nationality and is unable or, owing to such fear, is unwilling to avail himself of the protection of that country; or who, not having a nationality and being outside the country of his former habitual residence as a result of such events, is unable or, owing to such fear, is unwilling to return to it.’ The Home Office resettlement schemes offer a safe and legal route to the UK for the most vulnerable refugees. The Home Office and UNHCR purposefully target those in greatest need of assistance, including:

- People requiring urgent medical treatment
- Survivors of violence and torture
- Women and children at risk
- Family Reunification;
- Children and Adolescents at Risk;
- Lack of Foreseeable Alternative Durable Solutions

UNHCR is the internationally recognised and UN mandated agency for dealing with refugees. It has a global presence and more than 65 years’ experience in handling refugee crises. We rely on UNHCR to help us to identify and process vulnerable refugees who would benefit from resettlement to Aberdeenshire. This includes:

- Verify identity and family composition;
- Interview registered refugees to determine their experiences and current circumstances in the host country
- Identify refugees with potential resettlement needs and assess their vulnerability;
- Conduct a full Refugee Status Determination (RSD)
- Conduct a resettlement interview and assess that refugees meet the criteria for resettlement in accordance with UNHCR’s resettlement handbook before referring them to the UK for consideration
Aberdeen Data

By May 2019, 50 new Scots’ families (177 people) will have been resettled via UNHCR to Aberdeenshire. Central Aberdeenshire was chosen as a preferred area due to good connectivity with essential services but this may change if resettlement continues beyond 2020. Children under the age of 18 account for 42% of the total number of people resettled.

The majority of families resettled via the Vulnerable Persons’ Relocation Scheme are Syrian nationals who fled conflict to the relative safety of countries bordering Syria (Jordan, Iraq, Lebanon, Egypt and Turkey). Some lived in UNHCR refugee camps but the majority of people lived in basic substandard accommodation within towns and villages in Lebanon, Jordan, Iraq, Turkey and Egypt supported by UNHCR and the World Food Programme. Families resettled via the Vulnerable Children’s Relocation Scheme are all Iraqi, and some with Palestinian ethnicity. Aberdeenshire new Scots are predominantly Muslim but also include Christian, Jehovah’s Witnesses and those of no faith. Approximately 15% of Syrian families have Kurdish ethnicity.
**Employability**

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<tr>
<th>The Narrative &amp; Need</th>
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<th>Partners</th>
<th>Outcomes</th>
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<tr>
<td><strong>Progression to paid employment has been below client and services’ expectations.</strong> Extensive research, study visits and learning by partners has identified that National 3 Level English is essential to be work ready. The majority of new Scots seeking employment are below this level and finding it difficult to progress. Efforts have been made to match new Scots with employers but managers tell us that new Scots are still ill prepared despite efforts. Concern is growing that in some cases, a non-working culture is developing and that this will spread to new arrivals. All partners agree that employability ESOL and workplace experience is key to progression. To get people into work, we need to change how we work with job seekers, how we deliver employability services and redesign relevant ESOL employment support.</td>
<td><strong>Resettlement Team, Jobcentre, Employability Team, GREC and CLD will meet to complete a Dynamic Purchasing Scheme application for a refugee focussed ESOL / Employability Programme</strong>&lt;br&gt;<strong>Employability partners will work together to ensure a clear client focused process map is in place showing learning and work ready progression</strong>&lt;br&gt;<strong>Employability partners will work with Scottish Refugee Council to deliver the Starbucks’ Employability Programme for refugees</strong>&lt;br&gt;<strong>Employability partners will consult and work with Al-Amal Project on a progression to work agreement</strong>&lt;br&gt;<strong>New meaningful volunteering opportunities for clients will be developed to improve employability skills and experience</strong>&lt;br&gt;<strong>GREC will apply to Tackling Poverty &amp; Inequalities Fund for Employability ESOL in Ellon and Inverurie</strong></td>
<td><strong>Jobcentre Aberdeen (DWP)</strong>&lt;br&gt;<strong>Employment Support Team (EST)</strong>&lt;br&gt;<strong>Aberdeen Foyer</strong>&lt;br&gt;<strong>Community Learning &amp; Development (CLD)</strong>&lt;br&gt;<strong>Refugee Resettlement Team</strong>&lt;br&gt;<strong>Al-Amal Project</strong>&lt;br&gt;<strong>Scottish Refugee Council</strong>&lt;br&gt;<strong>Aberdeenshire Voluntary Action (AVA)</strong>&lt;br&gt;<strong>Grampian Regional Equality Council (GREC)</strong></td>
<td><strong>Targeted new Scots have a progression to work plan that reflects language levels, projected progression and timescale for employment</strong>&lt;br&gt;<strong>DPS and GREC Employability ESOL Programmes deliver on agreed outcomes for new Scots</strong>&lt;br&gt;<strong>New Scots gain more practical work experience via the Starbucks’ Employability Programme</strong>&lt;br&gt;<strong>New Scots gain employment via the Starbucks’ Employability Programme</strong>&lt;br&gt;<strong>Employment figures have increased by a minimum of 5% by 2020</strong>&lt;br&gt;<strong>Increase in volunteering opportunities</strong>&lt;br&gt;<strong>Al-Amal Project has become an employability partner</strong></td>
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As of March 2019, 45% of adults of working age are seeking work and only 1% are in employment

A number of employability projects have been delivered but have not resulted in progression to work. Securing work remains new Scots’ number one priority

Aberdeenshire figures are similar to national comparisons for refugees resettled via managed schemes
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<tr>
<td>Housing is sourced from the Private Sector and RSL’s. RSL contribution is primarily unlet Mid Market rentals. A 2 year PSL allows new Scots to learn about managing a tenancy but transitions to direct landlord tenancies remain complex and new Scots’ tenants are at a high risk of homelessness due to communication and understanding complex issues.</td>
<td>Housing Sub Service to lead on post 2020 property acquisition options using local evaluation, national data and research</td>
<td>Tenancy Services</td>
<td>The Refugee Resettlement Programme has a clear Housing Strategy and post 2020 offer (as required) in relation to housing acquisition</td>
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<td>The level and type of long term tenancy support new Scots require, is beyond the scope of the Refugee Resettlement Team but sits within the HO Support framework</td>
<td>Housing Officer (New Scots’ Support) post to be developed to reduce the risk of longer term homelessness and tenancy crisis issues</td>
<td>Housing Strategy</td>
<td>Funding for Housing Officer (New Scots’ Support) identified and Job Tasks defined</td>
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<td>Series of meetings to be arranged to improve inspection and monitoring of PSL properties and maintenance required to reduce cost of repairs and reinstatement</td>
<td>Options and Homelessness</td>
<td>Housing Officer (New Scots’ Support) recruited by September 2019</td>
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<td>Review PSL acquisition and transition process map</td>
<td>Asset Management</td>
<td>New PSL Process Map in place by August 2019</td>
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<td>Ongoing delivery of Housing Information workshops for tenants required in all geographical locations</td>
<td>Langstane Housing Ass Ltd</td>
<td>Improvements made and costs reduced in relation inspection and maintenance of PSL properties</td>
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<td>Castlehill Housing Association</td>
<td>New Scots’ tenants have the opportunity to attend Housing Workshops in their community</td>
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<td>Refugee Resettlement Team</td>
<td>New Scots; tenants are able to demonstrate knowledge of a range of housing issues i.e. types of tenancies, types of housing, moving house, lease agreements etc</td>
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<td>Al-Amal Project</td>
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<td>Scottish Fire and Rescue Service</td>
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## Welfare Rights and Financial Inclusion

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<tr>
<td>The introduction of Universal Credit impacts on new Scots’ clients who struggle to deal with online communication, journals, financial understanding and technology. New support and training mechanisms are required to ensure new Scots don’t fall into destitution. New Scots require the ongoing support of Money Advice Officers (ASAT) to deal with complex issues i.e. UC, rent, council tax, DHP etc. but how we deliver this to an increasing number of vulnerable clients’ needs to be reviewed and future proofed. Gradual shift from home visits to office based appointments needs to be progressed with new Scots being empowered to understand and take responsibility where possible. Third sector advice services are not fully utilised at the moment due to language and capacity – this barriers need to be explored and addressed to widen supports and provide client choice. By 2020, some new Scots will be approaching the end of their five years Leave to Remain period (2021). Clarity is required on process and supports to apply for Indefinite Leave to Remain (ILR) or alternatives as required.</td>
<td>Work in partnership with Aberdeen Foyer to secure funding and deliver Universal Credit support sessions for new Scots with interpreter as required. Jobcentre, Resettlement Team and ASAT to continue to look for creative solutions to help new Scots overcome Universal Credit digital barriers. Develop the Friday Universal Credit drop in with interpreter at the Jobcentre or similar. ASAT, Resettlement Team and Al-Amal Project to hone parameters of Money Advice support for refugee new Scots and methods of delivery i.e. home v office based appointments. Deliver training to Westhill CAB on refugee resettlement and unmet client needs. Discuss longer term legal supports with Westhill CAB, Grampian Regional Equality Council, Scottish Refugee Council and Ethnic Minority Law Centre.</td>
<td>Aberdeenshire Support &amp; Advice Team (ASAT) Jobcentre Aberdeen (DWP) Westhill CAB Ethnic Minority Law Centre Refugee Resettlement Team Al-Amal Project Aberdeen Foyer Scottish Refugee Council</td>
<td>New Scots on Universal Credit are attending support and training sessions to help them overcome the digital divide. A proportion of new Scots are able to manage their on Universal Credit journals and engage with their Work Coach and DWP within the first 6 months of training. New Scots successfully manage their benefits and Universal Credit accounts with the ongoing support of Jobcentre staff and interpreters are required. ASAT has a clear refugee offer in relation to service capacity and new Scots will be clear how to make an ASAT referral independent of the Resettlement Team and for which purposes. Resettlement Training delivered to Westhill CAB by June 2019. An ILR legal process map with supports in place by January 2020.</td>
</tr>
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## Early Years’ and Education

### The Narrative & Need

The process of assessing and enrolling children into early years and school works well but requires monitoring and evaluating to ensure needs of families and establishments are being met.

The process of informing settled families about early years’ entitlements and supports (including Eligible 2’s) needs to be reviewed. The system is dependent on Housing Officer intervention but this isn’t sustainable long term as the HO is a temporary support.

Improved partnership between early years’ services and families is required to pick up on emergent and comment issues around new Scots’ clients.

The schools’ / EAL sub group is an opportunity for participating schools to come together but more joint improvement planning and exploration of short and long term issues for refugee pupils would be beneficial. Contextual Entry process for refugee students’ needs to be understood and applied and clear pathways developed for school leavers.

### Action

- Review and update the EAL assessment and enrolment process map to include enrolment and support of longer term settled families
- Early Years’ Seminar to be co-produced and delivered by Early Years’ Strategy Group, Resettlement Team and Al-Amal Project young mums, in June 2019
- Working with resettled refugee families training to be offered to Early Years’ practitioners
- Schools’ Group to move towards joint improvements and development of CLPL opportunities based on evidence and data
- Ramadan Guidance for Schools and Parents to be updated with AMIC
- Complete and implement Contextual Entry to College and University Policy

### Partners

- Early Years’ Team
- Schools
- Early Years’ Providers
- EAL Service
- Refugee Schools’ Group
- NESCOL
- Universities
- Skills Development Scotland
- Early Years’ Strategy Group
- NHS Grampian
- Aberdeen Mosque & Islamic Centre

### Outcomes

- Refreshed EAL assessment and enrolment process map in operation
- New Scots’ Early Years’ Seminar attended by representatives from Al-Amal Project, NHS Grampian, Aberdeenshire Council and early years’ partners
- Improved early years’ outcomes for new Scots’ families as a result of greater understanding of unmet needs and improved communication
- Training plan and early years’ improvements agreed following the June seminar
- Refugee pupils and families are more effectively supported and engaged with as a result of the refocused Schools’ Group
- Ramadan Guidance for Schools and Parents is in place by May 2019
- Contextual Entry to College and University Policy is effective by April 2020
### Language Learning

#### The Narrative & Need
Progress has been made in the last 12 months in relation to the delivery and structure of ESOL. The Home Office requirement is that all learners receive 8 hours minimum ESOL per week in Year 1. Community based ESOL classes are structured around language level i.e. Literacy, Nat 2, Nat 3. In addition to this, learners have asked for more focused learning round seeking employment, learning to drive, attaining CSCS cards and employability related activities. This should be explored in more depth. Progression routes to college can be unclear with learners not fully aware of their learning options. We need to develop routine relationships with NESCOL to ensure all learners are aware of options, processes and timescales. Learners associate ESOL classes with learning and are unaware or uncommitted to understanding how they learn outside classes. More work is required in developing learner agreements that reflect whole life learning and not just ESOL class participation. Better communication with the Jobcentre is required to ensure language progression is noted and understood in relation to being job ready.

There are a number of new Scots with widely different levels of literacies and English language skills. Nationally recognised level of language required to actively participate in employment and community is National 3.

#### Action
- Initial assessments to be completed within one week of arrival. Offer of provision and level sent to learner and copy shared with Resettlement Team and Jobcentre for Claimant Commitment.
- WEA to deliver literacies level ESOL and Family Learning.
- CLD to deliver accredited Nat 2 and Nat 3 ESOL.
- CLD to develop new learning opportunities, materials, delivery models and CLPL.
- Additional ESOL models to be developed via Employability Theme.
- CLD, college and WEA to produce an improved ESOL progression framework for learners.
- Alternative models of ESOL learning to be explored by Friends of Amal, Al-Amal Project and GREC.
- Learners have a greater understanding and ownership of their own learning styles, projected progression and how to self-study.

#### Partners
- Community Learning & Development (CLD)
- Workers’ Educational Association (WEA)
- North East Scotland College (NESCOL)
- Al-Amal Project
- Friends of Amal
- Grampian Regional Equality Centre (GREC)

#### Outcomes
- Learners acquire language skills developed at the appropriate level to help them navigate their home, family and work lives.
- CLD Learners acquire the language skills required to sufficiently undertake formal assessment at appropriate level.
- CLD and College learners acquire language levels developed to National 3 to enable them to be work ready.
- Literacy learners receive a minimum of 8 hours ESOL in Year 1.
- Family Learning ESOL meets the unmet needs of parents who cannot attend mainstream ESOL classes.
- Additional models of ESOL developed as per the Employability Theme.
- Learners have a greater understanding and ownership of their own learning styles, projected progression and how to self-study.
- Al-Amal, Friends and GREC deliver alternative ESOL models based on unmet need. New materials, CLPL and deliver models produced by CLD.
## Health and Wellbeing

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<tr>
<td>Health and wellbeing is pivotal to resettlement. Improvements have been made in how new Scots manage primary care appointments and pharmacy services but hospital appointments continue to be challenging due to the requirement for phone call appointments. Public Health remains a priority as evidence shows most new Scots do not participate in screening or health improvement programmes. A review of mental health supports in Phase 5 will introduce a mental health check on arrival as part of the Family Integration Plan. This will be followed up by Mental Health Team input as required. A positive mental health plan will help new Scots understand how their health and wellbeing interrelates with the process of resettlement and progression. The mental health Community Coordinator will continue to engage with new Scots through activity to help them understand and express feelings and language around mental health.</td>
<td>New Scots are supported to overcome barriers and find ways of engaging with secondary health care services</td>
<td>Health &amp; Social Care Partners&lt;br&gt;GP Practices&lt;br&gt;Mental Health Social Work Team&lt;br&gt;Refugee Resettlement Team&lt;br&gt;Al-Amal Project&lt;br&gt;Friends of Amal</td>
<td>New Scots have the confidence and tools to manage secondary health care appointments Increase in new Scots attending screening appointments New Scots demonstrate an understanding of the Public Health services available to them in their community New Scots receive the mental health supports required from a variety of sources appropriate to them; community, peer, Mental Health Social Work Team, GP, Cornhill Mental Health partners have a clearer insight into new Scots perceived issues around mental health and unmet needs New Scots contribute towards the Aberdeenshire Health and Social Care Partnership’s Strategic Plan</td>
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<td>Public Health Screening Services are promoted via the Al-Amal Project</td>
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<td>All families arriving to be assessed and given the opportunity to speak with a Mental Health Social Worker if they chose not to disclose to their GP</td>
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<td>Positive Mental Health Football Group to support men to address issues around low mood</td>
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<td>Open up a conversation about Mental Health matters with Al-Amal project members</td>
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<td>New Scots to be encourage to contribute towards the Aberdeenshire Health and Social Care Partnership’s Strategic Plan</td>
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## Communities, Culture and Social Connections

### The Narrative & Need
Community development continues to underpin the resettlement programme. Al-Amal Project and Friends of Amal enable the delivery of community development, integration and inclusion in communities.

National third sector support is slowly increasing and the introduction of new Scottish Refugee Council and Scottish Faiths Action for Refugees projects will introduce new opportunities for refugees and the welcoming communities.

Third sector representation on the Refugee & Asylum Strategic Group requires consideration.

How Al Amal Project and Friends of Amal engage and interact with each other and their geographical communities will be crucial to ensuring needs of the new Scots’ are prioritised over perceived needs and activities.

### Action
- Al-Amal Project to develop a clear communication and engagement plan with Friends of Amal and the Resettlement Team
- Al-Amal and Friends of Amal projects to produce and share outcomes and actions for 2019 / 2020
- Introduce Scottish Refugee Council (SRC) ‘New Scots’ Connect’ to Aberdeen to improve connectivity with central belt developments
- Develop Refugee Holiday Programme with Scottish Faiths Action for Refugees
- Refocus and redefine CLD community development support Al-Amal and Friends of Amal projects
- Explore how the Third Sector can be built in more effectively to the new Scots Integration Framework in Aberdeenshire i.e. GREC, AVA, AMIC, SRC etc

### Partners
- Al-Amal Project
- Friends of Amal
- Community Learning & Development (CLD) Resettlement Team
- Scottish Refugee Council
- Scottish Faiths Action for Refugees
- Aberdeen Voluntary Action
- Grampian Regional Equality Council
- Aberdeen Mosque & Islamic Centre

### Outcomes
- Clear communication and engagement plan in place between Al-Amal, Friends of Amal and the Resettlement Team
- Al-Amal and Friends of Amal project outcomes and actions in place for 2019 / 2020
- Scottish Refugee Council (SRC) ‘New Scots’ Connect’ project embedded in Aberdeenshire and clients experiences improved outcomes as a result
- Refugee Holiday Programme with Scottish Faiths Action for Refugees up and running
- CLD community development support for Al-Amal and Friends of Amal projects clarified and shared
- Clear framework in place to enable Third Sector involvement in new Scots Integration Framework in Aberdeenshire
Safety and Stability

The Narrative & Need

New Scots indicate that they feel safe and stable in Aberdeenshire. There have been no Hate Crimes or Incidents reported but this does not necessarily reflect experiences. There have been occasions where new Scots’ have been questioned in relation to investigations but no further action has been taken. This may relate to PREVENT concerns raised by the public rather than Police led intelligence. We need to understand if this is a pattern that needs to be addressed. Early positive Police involvement in the programme paid dividends but inputs have reduced over time. Sessions with new Scots should be considered to ensure all are aware rights, responsibilities and the law.

Scottish Fire & Rescue Service inputs happen the day after arrival and work well. To date, there have been no SF&RS related incidents with new Scots’ tenants.

Friends of Amal have a role in helping new Scots understand more about their new community and how informal safety supports work. Stability is most likely to be influenced by the external factor of new Scots applying for Indefinite Leave to Remain in Year 4 or resettlement.

In 2016 it was recognised by a variety of partners in North East Scotland that there is a need for a joined-up approach to understanding, monitoring and tackling inequalities between different ethnic groups in Grampian. These discussions applied across a multitude of contexts: refugee resettlement, asylum seeker dispersal, community cohesion, Brexit, economic barriers, housing, health, and others and resulted in the ‘How Fair is the North East Scotland (HFINES)’ report (GREC).

Action

- Police Scotland to safeguard new Scots by adding appropriate comments against addresses and stating that SPOCs should be informed of any incidents
- Police Scotland sessions to be arranged for new Scots in Inverurie and Ellon on Police functions and the Law with an emphasis on driving
- Cyber Crime partnership to be explored between Police Scotland and Al-Amal Project
- Data and evidence around PREVENT concerns relating to refugees to be monitored by Police Scotland
- Scottish Fire and Rescue Service to continue with home safety visits
- Ongoing engagement with Al-Amal Project required to ascertain variations in safety levels experienced by new Scots
- Use HFINES report and findings to inform practice

Partners

- Police Scotland
- Scottish Fire and Rescue Service
- Al-Amal Project
- Grampian Regional Equality Council
- Integrate Grampian
- Refugee Resettlement Team

Outcomes

- New Scots are safe and stable in Aberdeenshire
- New Scots feel safe and stable in Aberdeenshire
- New Scots fully understand the process involved in applying for Leave to Remain and the risks involved
- Data is monitored to ensure new Scots in Aberdeenshire are not disproportionately reported for suspicious behaviour
- New Scots are well informed about Scots Law, have their Police Scotland information in Arabic and have the opportunity to attend engagement sessions
- Al-Amal Project and Police Scotland continue to consult with each other on issues as appropriate
- Home safety visits are completed within a few days of arrival
- HFINES report and findings inform and influence practice
## Aberdeenshire Refugee and Asylum Strategic Group

### The Narrative & Need

The priorities for 2019 will be to produce the Aberdeenshire New Scots’ Refugee Integration Strategy, establish Home Office resettlement plans are beyond 2020, review frameworks and staffing for delivery beyond 2020 and clarify political reporting processes. The group is public sector only at present, so needs to consider if third sector representation is appropriate. The previous New Scots’ Partnership has evolved into (i) Friends of Amal (ii) Amal and (iii) Refugee and Asylum Strategic Group, so consideration is needed as to how these groups strategically connect to ensure a joined up approach to resettlement in Aberdeenshire.

### Action

The Aberdeenshire Refugee & Asylum Strategic group will:

- Publish the Aberdeenshire New Scots Integration Strategy 2019 – 2022 by end April 19
- Promote the strategy
- Update elected members (Al-Amal presentation to Communities Committee in June 19)
- Prepare a detailed plan for resettlement ending in March 2020, with support and staffing reducing year on year and identify political process
- Prepare a detailed plan for resettlement continuing beyond April 2020 and identify political process
- Improve financial reporting and monitoring
- Define Third Sector involvement in the Strategic Group

### Partners

- Housing
- EAL Service
- Schools
- Early Years
- DWP
- Police Scotland
- Area Managers
- Com Learning & Development
- Finance
- Aberdeenshire Support & Advice
- Employability
- NHS Grampian
- Resettlement Team
- Corporate Communications

### Outcomes

- Aberdeenshire New Scots Integration Strategy completed by end April 2019
- Strategy promoted and shared as appropriate
- Political processes, committee reporting and permissions required clarified for future plans
- Councillors fully updated once 2020 plans announced
- Financial analysis and monitoring prepared for meetings
- Third sector involvement clearly defined within the Resettlement Framework
Aberdeenshire Refugee Resettlement Team

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<td>The team are in the final and busiest year of the current resettlement programme. Evaluation and improvement planning is ongoing and more efficient processes and resources are constantly being developed. Clarity is required around Home office pans post 2020 and contracts beyond March 2020. As the number of new Scots increases, we need to ensure that we continue to evaluate the effectiveness, quality and impact of our work and how we engage and communicate with new Scots. Discussions are planned with Al Amal Project and Friends of Amal to discuss their expectations and look at how we can improve and hone the service we provide. The target of resettling 58 families will be met by December 2019.</td>
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<td>Continue to reflect on, evaluate and improve on resettlement approaches and outcomes</td>
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<td>Build the associate Resettlement team to include;</td>
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<td>• CLD ESOL</td>
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<tr>
<td>• Money Advice</td>
</tr>
<tr>
<td>• Housing Support</td>
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<tr>
<td>• CLD Community Development</td>
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<tr>
<td>• Private Sector Housing</td>
</tr>
<tr>
<td>and ensure that issue and challenges are foreseen and pro-actively addressed rather than reacted to</td>
</tr>
<tr>
<td>Continue to develop sector leading practice by engaging in CLPL opportunities in Aberdeen and nationally</td>
</tr>
<tr>
<td>Clarify contract length for team members</td>
</tr>
<tr>
<td>Clarify resettlement plans beyond 2020 if applicable</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Partners</th>
</tr>
</thead>
<tbody>
<tr>
<td>Coordinator</td>
</tr>
<tr>
<td>Housing Officers (New Scots)</td>
</tr>
<tr>
<td>CLD Worker (Community Development)</td>
</tr>
<tr>
<td>CLD Worker (ESOL)</td>
</tr>
<tr>
<td>Money Advice Officer</td>
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<tr>
<td>Housing Officer (Private Sector)</td>
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<tr>
<td>Al-Amal Project</td>
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<thead>
<tr>
<th>Outcomes</th>
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<tbody>
<tr>
<td>Evaluation on Resettlement Team delivery completed with Al-Amal members by December 2019</td>
</tr>
<tr>
<td>Associate team meeting regularly to proactively plan</td>
</tr>
<tr>
<td>Increase knowledge and understanding of good practice in refugee resettlement through national dialogue and engagement</td>
</tr>
<tr>
<td>Team members are fully aware when contracts / secondments will end</td>
</tr>
<tr>
<td>Team members are fully aware that contracts / secondments will continue beyond March 2020 and timeframes involved</td>
</tr>
<tr>
<td>Team members actively contribute towards Aberdeen’s resettlement vision beyond 2020 if applicable</td>
</tr>
</tbody>
</table>
“Scots have really opened their hearts to refugees. That warm welcome is greatly appreciated and, with global displacement at record levels, it’s more important than ever. New Scots refugee integration strategies are extremely valuable initiatives, and UNHCR commends the fact that refugees and asylum seekers are active in shaping concepts and delivery.

We very much endorse Scotland’s vision of refugee integration as a two-way process, bringing positive change in refugees and host communities, and helping to build a more compassionate and diverse society.”

Gonzalo Vargas Llosa,
UNHCR Representative to the UK
Useful Links

www.syrianrefugeesaberdeenshire.wordpress.com

http://www.migrationscotland.org.uk/


http://www.scottishrefugeecouncil.org.uk/

https://www.iom.int/

http://www.sfar.org.uk/


http://grec.co.uk/

https://www.avashire.org.uk/