

# Report

Report to:	<b>Executive Committee</b>
Date of Meeting:	<b>19 December 2018</b>
Report by:	<b>Executive Director (Education Resources)</b> <b>Executive Director (Housing and Technical Resources)</b>

Subject:	<b>Syrian Refugee Resettlement Programme (SRRP)</b> <b>ESOL Provision</b>
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## 1. Purpose of Report

1.1. The purpose of the report is to:-

- ◆ request approval to add two additional posts on a temporary basis to the Education Resources establishment as detailed in Section 6.2.

## 2. Recommendation(s)

2.1. The Committee is asked to approve the following recommendation(s):-

- (1) that the two FTE, as detailed in Section 6.2, are added to the Education Resources establishment on a fixed term basis for 15 months from January 2019.

## 3. Background

- 3.1. The Syrian Refugee Resettlement Programme (SRRP) is designed to assist Syrians who have fled to countries neighbouring Syria as a result of the ongoing conflict in their home country. In order to qualify for this Programme individuals/families have to be particularly vulnerable as survivors of violence and torture, women and children at risk and those needing medical care. The UK Government initiated the new SRRP during 2015 with the intention to resettle 20,000 Syrian refugees in the UK within a five year period to 2020.
- 3.2. All funding for this Programme comes from the Home Office – through the UK Aid budget, and costs are covered on a flexible unit cost approach giving the ability to pool the figures if required for a particular family.
- 3.3. In the first year of resettlement Local Authorities receive the following unit costs which are then tapered over the remainder of the 5 year resettlement period:-

Children under the age of 3	£8,520
Children aged 3-4	£11,770
Children aged 5-18	£14,020
Adults in receipt of mainstream benefits	£8,520
Other adults	£8,520

#### **4. Current situation**

- 4.1. From December 2015 to November 2018 South Lanarkshire Council and the Community Planning Partners have resettled 136 individuals (37 families). By the end of December 2019 it is anticipated that a further 100 individuals will reside in South Lanarkshire.
- 4.2 On arrival the families require initial intensive support to assist with their integration. The families are supported by Housing and Technical specialist support provision – Refugee Resettlement team (RRT) consisting of one full time Advisor, two full time and two part time Refugee Support Officers.

#### **5. English for Speakers of Other Languages (ESOL) Requirements**

- 5.1. As part of the agreement with the Home Office there is a requirement that individuals over the age of 18 will receive a minimum of 8 hours of ESOL provision per week. Since the first families arrived there has been a mixture of dedicated Syrian specific classes and mixed language open doors support hours available. The sessions are provided by the Youth Family and Community Learning Service (YFCL) which includes ESOL provision
- 5.2. YFCL employs 2 part time Youth Family and Community Learning Officers (ESOL) who deliver 35 hours per week on a term time basis. This support comprises of direct language support and community activities that support integration. This support is directed by the South Lanarkshire ESOL Strategy and is offered to all learners who require language support to contribute and integrate socially, culturally and economically.
- 5.3. As part of the ongoing learning from the Programme it was agreed that new families arriving would be part of an intensive induction package consisting of three weeks of three hours for three days a week – this has helped to develop daily living language skills. This programme has proved invaluable and provides an excellent base for language development. It has been very well received by the families involved and has been rolled out to all new arrivals. However, this intensive package is not sustainable through the current ESOL staffing complement.
- 5.4. In order to continue with the positive progress made with the intensive language package, and to ensure that the 8 hour per week commitment is met, it is proposed that two ESOL tutors are recruited to the Refugee Resettlement Team. The tutors will work daily alongside the Refugee Resettlement Team in terms of deployment and activity however they will be based in community learning for professional supervision and integration with the strategic agenda. The posts would be full time and on the same fixed term contract, to 2020, as the Refugee Resettlement Team and will be Home Office funded through the UK Aid budget.
- 5.5. YFCL (ESOL) Officers working directly within the Refugee Resettlement Team whose specific remit is dedicated to working with households within this Programme will generate a range of benefits including:-
  - ♦ providing a shared and increased understanding and knowledge of the range and complexity of issues which may arise;

- ◆ joint point of contact for refugees and other support agencies;
- ◆ support wider integration by enhancing abilities to speak read and write English.

5.7. Details of the proposed employee structure, to provide the support and assistance required is outlined in section 6.2.

## **6. Employee Implications**

6.1. To provide the required ESOL provision it is proposed to increase the establishment by 2 FTE YFCL (ESOL) Officers, who will be co-located with the Refugee Resettlement Team, with a fixed term contract up to March 2020. The YFCL Officers will be managed by the Youth, Family and Community Learning Service to ensure the strategic link to the ESOL agenda.

### **6.2. Staffing establishment**

<b>Post</b>	<b>Current Number of Posts (FTE)</b>	<b>Proposed Number of Posts (FTE)</b>	<b>New</b>	<b>Grade/ SCP</b>	<b>Hourly Rate</b>	<b>Annual Salary</b>	<b>Gross Cost inc on costs 30.3%</b>
Youth, Family and Community Learning Officer (ESOL)	0.89	2.89	2	Grade 3, Level 2 SCP 61-65	£15.98	£29,161	£37,997
					- £16.94	- £30,193	- £39,341

6.3. These posts have been graded using the Council's job evaluation scheme.

6.4. Due to the specific skills and qualification required for these posts, it is anticipated that external recruitment will be required.

## **7. Financial Implications**

7.1. The costs associated with the new posts for the 15 months fixed term is £98,352.50. The costs will be fully funded through the SRRP through the UK Aid budget.

## **8. Other Implications**

8.1. None

## **9. Equality Impact Assessment and Consultation Arrangements**

9.1. This report does not introduce a new policy, function or strategy or recommend a change to an existing policy, function or strategy and therefore no impact assessment is required. There is no requirement for consultation.

**Tony McDaid**  
Executive Director (Education Resources)

**Danny Lowe**  
Executive Director (Housing and Technical Resources)

28 November 2018

**Link(s) to Council Objectives**

- ♦ Working with and respecting others

**Previous References**

- ♦ Executive Committee Report – 16 May 2018
- ♦ Executive Committee Report – 7 September 2016
- ♦ Executive Committee Report – 11 May 2016
- ♦ Executive Committee Report – 4 November 2015
- ♦ Executive Committee Report – 23 September 2015

**List of Background Papers**

- ♦ None

**Contact for Further Information**

If you would like to inspect the background papers or want further information, please contact:

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