



EQUALITY IMPACT ASSESSMENT

Raising the Marriage Visa age from 18 to 21

1. Preliminary Screening

Name of Policy Writer	Alison Bennett
Chief Executive	Lin Homer
Minister/ Permanent Secretary	Phil Woolas

Name of Policy Sponsors and those being sponsored will both need to be 21 to apply for a marriage visa.	<input type="checkbox"/>	This is a new policy
	<input checked="" type="checkbox"/>	This is a change to an existing policy
	<input type="checkbox"/>	This is an existing policy

Policy Aims, Objectives & Projected Outcomes

We are modernising the spouse visa route as part of the biggest reform of Britain's immigration and border security system for 45 years. Under the new proposals we will raise the age for sponsor and being sponsored for a marriage visa from 18 to 21.

This Marriage Visa reform is based on one fundamental principle:

- to do everything we can to prevent forced marriage

To ensure these changes take real effect we propose a change to the Immigration rules. This change comes into force on 27th November 2008.

The new policy on raising the age will affect

- Those seeking to sponsor or be sponsored through migration routes where to become married or being married is the only basis of entry to the UK.
- Those seeking to sponsor or be sponsored through other migration routes involving relationships such as civil partnerships, same sex partners, unmarried partners, proposed civil partners, and fiancés, where the relationship is the only basis of entry to the UK. They will be treated in the same way as marriage cases.

Sponsors in these migration routes are British citizens and permanent residents. Those being sponsored are foreign nationals from outside the EEA.

Sponsors and those being sponsored will both need to be 21 to sponsor and apply for a marriage visa.

Will the policy have an impact on national or local people/staff?	YES
Are particular communities or groups likely to have different needs, experiences and/or attitudes in relation to the policy	YES
Are there any aspects of the policy that could contribute to equality or inequality?	YES
Could the aims of the policy be in conflict with equal opportunity, elimination of discrimination, promotion of good relations?	YES

If this is an amendment of an existing policy, was the original policy impact assessed?	NO
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If your answer to any of these questions is **YES**, go on to the full EIA.

If you have answered **NO** to all of these questions then please attach the following statement to all future submissions and within your regulatory impact assessment and ensure it is signed off by senior management.

“This policy was screened for impact on equalities on [insert date]. The following evidence [Evidence] has been considered. No full equality impact assessment is required. ”

Remember that all policies that are likely to have a significant impact on individuals and the public as a whole are likely to require a full EIA.

Date of screening	December 2007
Date of EIA	13 November 2008
Date of commencement of EIA process	June 2008
Date of completion of EIA process	13 November 2008
Date of publication of results	20 November 2008

2. Consider Existing Evidence

What relevant **quantitative** data do you have in relation to?

<p>Equality Target Areas</p>	<p>How does the data identify potential or known positive impacts?</p> <p>How does the data identify any potential or known adverse impacts?</p>
<p>Race (consider e.g. nationalities, Gypsies, Travellers, languages)</p>	<p>The rule changes will apply to British citizens and permanent residents and non EEA nationals applying for leave on the basis of a relationship with a British citizen or permanent resident. .</p> <p>The top five nationalities granted leave to enter the UK as a spouse or fiancé in 2007 were Pakistan (8570), India (5110), Bangladesh (2790) USA (2110) and Thailand (1770).</p> <p>Detailed statistics concerning nationalities entering the UK can be found on the Home Office Research and Statistics website www.homeoffice.gov.uk/rds. However these statistics are not broken down by ethnicity or language.</p>
<p>Religion/ belief & non belief</p>	<p>We do not hold quantitative data on the religion of persons who will be affected by the proposals.</p> <p>Existing domestic and international obligations relating to freedom of discrimination on grounds of religion/ non belief will continue to apply.</p>
<p>Disability (consider social access and physical access)</p>	<p>We do not hold quantitative data on the disability of persons who will be affected by the proposals.</p> <p>Existing domestic and international obligations relating to freedom of discrimination on grounds of disability will continue to apply.</p>
<p>Gender (consider men, women, transgender)</p>	<p>In 2007, 42,200 people were granted leave to enter the UK as a spouse or fiancé. Of these 14,700 were male and 27,500 were female.</p> <p>Detailed statistics concerning genders entering the UK can be found on the Home Office Research and Statistics website www.homeoffice.gov.uk/rds.</p> <p>We do not hold quantitative data on the transgender of persons who will be affected by the proposals.</p> <p>The safeguards against discrimination on grounds of gender identity inherent in our international obligations will continue to apply.</p>

<p>Sexual Orientation (consider bisexual, gay, heterosexual or lesbian)</p>	<p>We do not hold quantitative data on the sexual orientation of persons who will be affected by the proposals.</p> <p>The safeguards against discrimination on grounds of sexual orientation will continue to apply.</p>
<p>Age</p>	<p>In 2006 7% (3,420) of spouses granted leave to enter the UK were aged between 18 and 20. In the same year, 2.5% (520) of people granted leave to remain in the UK as a spouse were within this age group.</p> <p>Existing obligations relating to freedom of discrimination on grounds of age will continue to apply.</p> <p>However, the law will apply to anyone seeking to sponsor or being sponsored for a marriage visa aged 18 to 20.</p>

<p>What research have you considered commissioning to fill any data gaps?</p>
<p>We have researched the marriage visa rules in other European member states. Similar rules have been adopted by other European member states. The Netherlands has increased the minimum age at which a person may sponsor, or be sponsored as a spouse, to 21. In Denmark the minimum age is 24.</p> <p>We have also considered the evidence gathering on raising the marriage visa age by the Home Affairs Select Committee in their report on domestic violence, forced marriage and honour killings published on 13 June 2008. The Home Affairs Select Committee agreed that an ambition to get a marriage visa can be an important factor in forced marriage. Those who have been through the experience of forced marriage told them that raising the age of sponsorship for marriage visas from 18 to 21 could better equip victims to refuse an unwanted marriage. There were however concerns that this would lead to a risk that young people would be kept abroad for sustained periods between the date of a marriage and being able to return to the UK with their spouse.</p> <p>We have obtained statistical evidence from the Forced Marriage Unit. Figures from the Forced Marriage Unit indicate that the highest number of forced marriage cases in the period 2005-June 2008 involved those age 18, followed by those aged 17 and 19 and those aged 20. Reports of forced marriage peak sharply at 18 and above. By age 21, reports of forced marriage begin to decline sharply.</p>

Considering Existing Evidence (continued)

Who are the stakeholders, community groups, or customers for this policy area?

Home Office (including UKBA)
 Ministry of Justice
 Foreign and Commonwealth Office including the joint HO/FCO Forced Marriage Unit
 West Yorkshire Police

Non-governmental organisations with an interest in immigration matters include:

Immigration Lawyers Practitioners Association (ILPA)
 Immigration Advisory Service (IAS)
 Equality and Human Rights Commission (EHRC)
 UNHCR
 Employability Forum

Non-Governmental organisations with an interest in this policy area include:

Kharma Nirvana
 Southall Black Sisters
 Board of Deputies of British Jews

A full list of organisations who responded to the 'Marriage to Partners from Overseas' consultation can be found in Appendix 7 of 'Marriage Visas: The Way Forward'.

What relevant qualitative data do you have?

Please cite any evidence (complaints, satisfaction surveys, focus groups, questionnaires, meetings, research interviews etc) of communities or groups having different needs, experiences or attitudes in relation to this policy area.

<p>Equality Target Areas</p>	<p>How does the data identify potential or known positive impacts?</p> <p>How does the data identify any potential or known adverse impacts?</p>
<p>Race (consider e.g. nationalities, Gypsies, Travellers, languages)</p>	<p>A public consultation '<i>Marriage to Partners from Overseas</i>' was published in December 2007. This was circulated separately to stakeholders representing different equality groups or interests.</p> <p>The government response to the Marriage visa consultations '<i>Marriage Visas: the Way Forward</i>' was published in July 2008.</p> <p>Issues were raised by respondents to the <i>Marriage to Partners from overseas</i> consultation that raising the age could be perceived as discrimination based on cultural differences. One stated "<i>this is plain discrimination on the basis of nationality and it would affect ethnic minorities hugely as they tend to marry at an early age than their white European counterparts</i>".</p> <p>The rules change will offer protection against forced</p>

	<p>marriage to all races and nationalities. The majority of the Forced Marriage Unit's cases involve families of South Asian origin, from Pakistan, India and Bangladesh. 65% of their cases involve families of Pakistani origin. However forced marriage is not solely a 'Muslim' or 'South Asian' problem. The Forced Marriage Unit have dealt with a wide range of cases including cases from Hong Kong, the US, China and different parts of Africa.</p> <p>The rules change will penalise genuine couples of all races aged 18-20, particularly those nationals who marry younger for cultural reasons.</p>
<p>Religion/ belief & non belief</p>	<p>A public consultation '<i>Marriage to Partners from Overseas</i>' was published in December 2007. This was circulated separately to stakeholders representing different equality groups or interests.</p> <p>The government response to the Marriage visa consultations '<i>Marriage Visas: the Way Forward</i>' was published in July 2008.</p> <p>Issues were raised by respondents to <i>Marriage to Partners from overseas</i> consultation that raising the age could be perceived as discrimination based on cultural differences.</p> <p>The rules change will offer protection against forced marriage to all religions. It will penalise genuine couples of all religions aged 18-20, particularly those religions where people traditionally marry at a younger age.</p>
<p>Disability (consider social access and physical access)</p>	<p>A public consultation '<i>Marriage to Partners from Overseas</i>' was published in December 2007. This was circulated separately to stakeholders representing different equality groups or interests.</p> <p>The government response to the Marriage visa consultations '<i>Marriage Visas: the Way Forward</i>' was published in July 2008.</p> <p>No related issues to disability were raised concerning raising the marriage visa age.</p>
<p>Gender (consider men, women, transgender)</p>	<p>A public consultation '<i>Marriage to Partners from Overseas</i>' was published in December 2007. This was circulated separately to stakeholders representing different equality groups or interests.</p> <p>The government response to the Marriage visa</p>

	<p>consultations '<i>Marriage Visas: the Way Forward</i>' was published in July 2008.</p> <p>No related issues to gender were raised concerning raising the marriage visa age during the consultation.</p> <p>The rules change will offer protection against forced marriage to all genders. Both men and women can be victims of forced marriage. 15% of cases dealt with by the Forced Marriage Unit involve male victims so this is not simply a 'female problem'.</p> <p>The rules change will penalise genuine couples of all genders aged 18-20. Women are more likely to be affected as they sponsor a greater number of marriage visas. In 2007, 42,200 people were granted leave to enter the UK as a spouse or fiancé. Of these 14,700 were male and 27,500 were female.</p>
<p>Sexual Orientation (consider bisexual, gay, heterosexual or lesbian)</p>	<p>A public consultation '<i>Marriage to Partners from Overseas</i>' was published in December 2007. This was circulated separately to stakeholders representing different equality groups or interests.</p> <p>The government response to the Marriage visa consultations '<i>Marriage Visas: the Way Forward</i>' was published in July 2008.</p> <p>No related issues to sexual orientation were raised concerning raising the marriage visa age.</p>
<p>Age</p>	<p>A public consultation '<i>Marriage to Partners from Overseas</i>' was published in December 2007. This was circulated separately to stakeholders representing different equality groups or interests.</p> <p>The government response to the Marriage visa consultations '<i>Marriage Visas: the Way Forward</i>' was published in July 2008.</p> <p>Some respondents to <i>Marriage to Partners from Overseas</i> consultation considered that the proposal removed young people from parental pressure to marry and provided an opportunity for young people to complete their education.</p> <p>Others indicated it would not prevent forced marriage since this affects people of all ages and was detrimental to the human rights of young people. Some felt that it could result in young people being taken out</p>

	<p>of the country until they reach the age of 21 and having to ensure a longer period of abuse.</p> <p>The rules change will offer protection against forced marriage to those aged 18-20. The highest number of forced marriage cases dealt with by the Forced Marriage Unit in the period 2005-June 2008 involved those aged 18 (72 cases, 10%) followed by those aged 17 and 19 (68 cases each, 9.5% for both ages) and those aged 20 (60 cases, 8.5%). It has no impact on those aged 21 or over unless they are prevented from sponsoring or being sponsored for a marriage visa because their partner is aged 20 or under.</p> <p>The rules change will penalise genuine couples aged 18-20 and those over 21 whose partner is aged 20 or under.</p>
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Considering Existing Evidence (continued)

<p>What are the overall trends and patterns in this qualitative & quantitative data? Disproportionality; regional variations; different levels of access, needs of experiences or needs; combined impacts.</p> <p>In <i>Marriage to partners from overseas</i>, of 89 respondents who answered the question, <i>do you think we should increase the minimum age at which someone could sponsor or be sponsored as a spouse from 18 to 21?</i>, 45 agreed with increasing the minimum age for sponsorship whilst 41 disagreed with this proposal. Three respondents expressed a mixed view; that is, they ticked neither 'yes' nor 'no' and made open comments that did not commit them clearly either way.</p> <p>Organisations' responses were split on this proposal with 27 supporting and the same number disagreeing with an increase in the minimum age for sponsorship. Individuals' responses were similarly split on this question with 15 supporting and 14 disagreeing with the proposal. The mixed views expressed came from organisations. Three respondents who agreed with the proposal could not be identified as either an organisation or an individual.</p> <p>Trends relating to proportionality; regional variations; different levels of access, needs of experiences or needs; and combined impacts are not apparent.</p>
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Please list the specific equality issues that may need to be addressed through consultation (and further research)?
None.

3. Gathering evidence through community engagement

INTERNAL CONSULTATION & INVOLVEMENT: Other Government Departments, Staff, Agencies & NDPBs

Does this policy affect the experiences of staff? How? What are their concerns?
Staff will need training and familiarisation with the new change to the Immigration rules. The new Immigration rules change affects what our staff do and will affect some members of staff's roles more than others.

How have you consulted, engaged and involved internal stakeholders in considering the impact of this proposal on other public policies and services?
A working group was set up by the UK Border Agency to discuss this and other issues relating to marriage visa reform. Members of the group included UKBA staff from Operational Policy, UK Visas, British High commissions in Islamabad and Dacca and other UKBA colleagues. The Forced Marriage Unit (a Joint Home Office/Foreign Office Unit) has also been closely involved with the consultation and the working group. All staff have access to the consultation paper and government response document via the UKBA website.

Other Government Departments have been contacted via correspondence or were sent copies of the consultation paper.

What forms of consultation, engagement and involvement have been most effective?

A public consultation '*Marriage to Partners from Overseas*' was published in December 2007. This was circulated separately to stakeholders representing different equality groups or interests. It set out the proposal to increase the marriage visa age from 18 to 21. The consultation period ran from 5 December 2007 to 27 February 2008.

The analysis of the responses was published in the government response to the Marriage visa consultations '*Marriage Visas: the Way Forward*' in July 2008.

The consultation confirmed that forty five of 89 respondents supported proposals to increase the minimum age at which a person may sponsor, or be sponsored, as a spouse, from 18 to 21 years. Forty one respondents did not support the proposals; a further three expressed mixed views.

These documents are available online at

<http://www.ukba.homeoffice.gov.uk/sitecontent/documents/aboutus/consultations/closedconsultations/marriagetopartnersfromoverseas/>

What positive and adverse impacts were identified by your internal consultees?

Internal stakeholders identified the impact of the rules change on the caseworking process as well as the impact of the ECHR.

Feedback the results of this internal consultation and use it as a basis for work on external consultation

External consultation and involvement

How did you ensure that different external stakeholders and community groups had access to your public consultation process?

Copies of the document '*Marriage to Partners from Overseas*' consultation were sent by email or by post to :-

African and Caribbean Evangelical Alliance
Church of England
Action of Churches Together in Scotland
Baptist Union of Great Britain & London Baptist Association
CiC International
Catholic Bishop's Conference of England & Wales
Church Mission Society
Churches Together in Britain and Ireland
Churches Together in England
Council of African and Afro-Caribbean Churches
Cytun (Churches Together in Wales)
Diocese of Westminster
Evangelical Alliance
Free Churches Group
Faith Based Regeneration Network UK
International Ministerial Council of Great Britain
Interfaith Network
Methodist Church House
Northern Ireland Interfaith Forum
Secretary for the Presbyterian Ministry
Welsh Interfaith Council
Ventekeshwar Bala ji temple
Hindu Forum of Britain
Hindu Council UK
Hindu Council of the North
Faith Regen UK
Confederation of Sunni Mosque Midland
British Muslim Forum
Bradford Council of Mosques
Association of Muslim Schools UK
Al-Karima Institute
Association of Muslim Social Scientist UK (AMSS)
Al-Khoei Foundation
The Union of Liberal and Progressive Synagogues
United Hebrew Congregations of the Commonwealth
Reformed Synagogues of Great Britain
Board of Deputies of British Jews
Vishwa Hindu Parishad
Federation of Saiva (Hindu) Temples
National Council of Hindu Temples
ISKCON
Imam and Mosque Council
Iqra Trust
Luton Jamait Ahl Sunnat
Muslim Council of Britain
Union of Muslims Organisations (UMO)
Utrujj Foundation
British Sikh Federation Cardiff Sikh Gurdwara
Guru Nanak Nishkam Sewak Jatha

Inter Faith Network for the UK
Network of Sikh Organisations (UK)
British Sikh Consultative Forum
SE England Council of Sikh Gurdwaras
Scottish Inter Faith Forum Ms Mandy Sanghera
Imkann
The Muslim Parliament Of Great Britain
Women Living Under Muslim Laws
Refuge
Welsh Assembly
Newham Asian Women's Project Southall Black Sisters
Hindu Council UK
West Yorkshire Police
GRO
Scottish Executive
UK Visas
COI
The Odysseus Trust
Head of Consular Assistance Group
Gov Office for West Midlands Gov Office East Midlands
Respect
Government Office for Northwest
The Forced Marriage Unit
Asylum & Immigration Tribunal

Copies were also sent to a number of individuals, Peers and Members of Parliament including the Chairs of the Justice & Home Affairs Select Committees.

Did consultation show that the proposal could present (social or physical) barriers to any communities or groups?

The consultation showed that the policy would impact on those in genuine marriages, including those from specific religious communities where the average age of marriage is likely to be lower.

What positive impacts were identified during consultation?

Supporters of the increasing the visa age felt the proposal:

- provided an opportunity for individuals to develop maturity and life skills
- gave them an opportunity to complete education and training
- helped prepare individuals for marriage and ensure that they were not being forced into this commitment and
- removed young people from parental pressure to marry

External consultation and involvement (continued)

Who have you engaged and involved in developing these policy proposals? When and how was this done?

E.g. focus groups, panels, project boards etc.

Engagement has also been made through meetings on a one to one basis with key stakeholders such as Kharma Nirvana, Southall Black Sisters, Board of Deputies of British Jews and West Yorkshire Police.

The Initial Consultation paper was sent to over 70 stakeholders and made available on the Home Office and UKBA websites. A number of replies were received from members of the public and stakeholder groups. In total 98 responses were received to marriage to partners from overseas consultation of which 89 responses to the question about raising the age.

Additionally, we have also held meetings with UKBA staff, and the Forced Marriage Unit and the Marriage Visas working group.

The then Immigration Minister Liam Byrne also held a meeting with MP's including members of the Home Affairs Select Committee to discuss the issue and also meet a delegation from the Jewish Community.

What opportunities for positive impact were identified during this engagement?

E.g. opportunities to eliminate unlawful discrimination, promote equal opportunity and good community relations.

More respondents to the consultation favoured raising the age than not.

Supporters of the increased sponsorship age felt the proposal:

- provided an opportunity for individuals to develop maturity and life skills
- gave them an opportunity to complete education and training and
- removed young people from parental pressure to marry

What concerns were identified during this engagement exercise?

Potential adverse impact, exacerbation of existing disproportionality etc

Opponents raised a variety of reasons against the proposal, stating that it:

- could be perceived as discrimination based on cultural differences
- would penalise those with genuine marriage intentions
- would not prevent forced marriage since this affects people of all ages and
- was detrimental to the human rights of young people

We have carefully considered these concerns. It is a key principle of the proposals that no one should be pressurised into sponsoring a marriage visa and that those who wish to sponsor a marriage partners from overseas should be encouraged to establish an independent adult life here first. We consider that this measure is necessary to ensure we do everything to protect vulnerable people from being pressured into sponsoring a marriage visa.

Feedback the results of your community engagement (i.e. involvement and consultation) to all participants including internal and external stakeholders

4.. Assessment & Analysis

Does the result of this EIA work show a potential for differential impact?

We are aware that in the Jewish religion there is a tradition, backed by religious text of marrying young. In other religions where relationships outside marriage are frowned upon, marriages may often occur at a young age. However this change to the Immigration Rules will not infringe on the right to marry, only the eligibility to sponsor or be sponsored for a marriage visa.

These proposals may mean a period of separation for those who marry under the age of 21 and do not wish to join their partner overseas. However there is nothing to prevent a sponsor from living with their partner overseas.

The policy will impact on women more than men because their average age for marrying is lower in certain communities and because more women are granted leave to enter the UK on the basis of marriage than men. In 2007, 42,200 people were granted leave to enter the UK as a spouse or fiancé. Of these 14,700 were male and 27,500 were female.

We believe that the benefits of raising the age including allowing young people to develop maturity and life skills which may allow them to resist the pressure of being forced into a marriage, a delay in forced sponsorship, allowing the victim of a forced marriage to seek help and advice during the period when they cannot sponsor, and providing an opportunity to complete education and training offset any impacts here. We are content that these impacts are proportionate pursuant to the objective of tackling the problem of forced marriage.

The vast majority of those being sponsored for a marriage visa are also over 21 and they will continue to be eligible to apply for a visa. The numbers affected are small and once both parties are aged 21 they will be not be prevented from sponsoring or coming to the UK on the basis of their age. In 2006, for example, 7% (3,420) of spouses granted leave to enter the UK

were aged between 18 and 20. In the same year, 2.5% (520) of people granted leave to remain in the UK as a spouse were within this age group.

Concerns have also been raised that sponsors may be taken overseas, forced into marriage and then kept overseas until they have reached 21 before applying for a marriage visa and coming to the UK. However, this has not been the general pattern of movement observed by the Forced Marriage Unit whom indicated that sponsors generally return to the UK until they reach sponsorship age

Does this policy have the potential to cause unlawful discrimination?

We have designed the marriage visa reforms to protect those who are vulnerable to forced marriage.

Overall there will be an increase in the marriage visa age but this may lead to more prevention and detection of forced marriage cases and more support being offered to those who are at risk of being forced into a marriage.

There is unlikely to be any significant change in the pattern of nationalities or races which seek to enter the UK on the basis of marriage due to the proposals to combat forced marriage. This is because forced marriage cases are not isolated to one single community, country or ethnic group.

We do not believe that this policy has the potential to cause unlawful discrimination. However we acknowledge the possibility that the reforms, or the way in which we operate them, might have unintended consequences in terms of disproportionate impact on particular groups. We do consider that any impact is outweighed by the benefit of preventing forced marriage and delaying forced sponsorship.

How will you mitigate any negative impacts this policy may have?

The policy will apply to all British citizens and permanent residents wishing to sponsor a person to come to the UK on the basis of a relationship and to all applicants applying for leave to enter or leave to remain on this basis.

How does the policy promote equality of opportunity?

Raising the age applies equally to all migrants regardless of race, nationality, religion, ethnicity or sexual orientation'.

Assessment and analysis (continued)

How does your policy promote good community relations?

Preventing forced marriage is a key issue across government.

The new policy offers protection to victims of forced marriage who may be British citizens or permanent residents. Protecting our citizens and settled persons will foster community relations.

In the light of consultation and data gathering what changes will you make to the policy?

None. We have consulted fully and taken into account all relevant data.

Are there any concerns from data gathering and consultation that have not been taken on board?

Please justify and explain the reason for your decision.

Our decision to introduce the policy took into account concerns that raising the age could be perceived as discrimination based on cultural differences or would penalise those with genuine marriage intentions. We consider that any impact is outweighed by the benefit of preventing forced marriage and delaying forced sponsorship.

Ensuring access to information

How can you ensure that information used for this EIA is readily available in the future?

(N.B. You will need to include this in your action plan)

The EIA will be placed on the UKBA website.

Our consultation paper and government response document are already available on the UKBA website.

How will you ensure your stakeholders continue to be involved/ engaged in shaping the development/ delivery of this policy?

(N.B. You will need to include this in your action plan)

The policy will be delivered through a change to the Immigration Rules which is due to come into force on 27 November, further engagement with stakeholders to develop the policy is therefore not necessary.

How will you monitor this policy to ensure that the policy delivers the equality commitments required?

We will continuously monitor the implementation of the policy with regard to the equality commitments required..

Now submit your EIA and related evidence for clearance.

5. Action Plan (Indicative of coverage) -

Issues/adverse impact identified	Actions required	Success Indicators	[Due] Date	Responsibility	What progress has been made?
Data Collection	-	-	-	-	Relevant data as collected
Publication Arrangements	-	-	-	-	EIA has been published
Monitoring & Review Arrangements	-	-	-	-	Implementation will be monitored continuously
Inclusion of measures in wider strategic plans	-	-	-	-	Inclusion in the UKBA business plan
Inclusion of targets in strategic plans	-	-	-	-	See above.
Ongoing stakeholder engagement	-	-	-	-	Liaison with Forced Marriage Unit
Representation and/ or access to community engagement and	-	-	-	-	This has taken place during the consultation process.
Specific issues raised during evidence gathering	-	-	-	-	These have been taken into account
Introduction of new initiatives	-	-	-	-	N/A
Action points for OGD or delivery partner	-	-	-	-	N/A

Please ensure that the action plan is agreed by your Director/ Minister