



## EQUALITY IMPACT NEEDS ASSESSMENT

<b>Policy to be assessed</b>	Introduction of policy and procedures for dealing with unauthorised Gypsy and Traveller Encampments on Gedling Borough Council owned land.
<b>Assessment completed by:</b>	Mr Kevin Nealon, Community Protection Manager, Public Protection Service.
<p><b>Aims/objectives of the Policy/Service/Procedure</b></p> <p>The aim of this policy is to.</p> <ol style="list-style-type: none"> <li>1. Set out the high level actions Gedling Borough Council intends to take when an unauthorised encampment is set up within the Gedling Borough Council area.</li> <li>2. To ensure the occupiers of the unauthorised encampments receive an improved level of service</li> <li>3. To improve relationships between Council officers and occupiers of unauthorised encampments.</li> <li>4. Improve the management of unauthorised encampments</li> <li>5. Inform officers, members and members of the public on how the Council intends to balance the needs and rights of Gypsies and Travellers and those of landowners and the wider community.</li> <li>6. Address public concerns when an unauthorised encampment arises.</li> <li>7. Protect the local environments.</li> </ol>	

<b>Who are the customers and stakeholders of this service?</b>	
<ol style="list-style-type: none"> <li>1. The general public and the wider settled community who may be affected by an unauthorised encampment.</li> <li>2. Customers of the Council who pay to use Council facilities, such as organised sports clubs.</li> <li>3. Council employees.</li> <li>4. Elected members.</li> <li>5. Occupiers of unauthorised encampments which will include Gypsies and Travellers.</li> </ol>	
<b>Detail below what information you already have about the impact this policy/service/procedure has on the following groups including results from consultation, complaints, census:</b>	
<b>Black and minority ethnic people</b>	The Council has no formal data relating to the ethnicity of groups that have set up Unauthorised Encampment in the Gedling Borough Council area in the past. In the 2011 Census 32 people categorised themselves as being 'White; Gypsy or Irish Traveller'. It is also known that case law has established that Gypsies and Irish/Scottish Travellers constitute an ethnic group within the definition of the race protected characteristic under the Equality Act 2010.
<b>Men/women and trans</b>	The Council has no formal data relating to the balance of male and female ratio of people who have set up unauthorised encampments in the past. However officers are aware that encampments are made up of range of families which have included male and female teenagers travelling with their family. From experience officers are aware that occasionally lone males are accompanying some family groups especially where they are travelling with the intention of finding work.
<b>Disabled people</b>	The Council has no formal data relating to disability, it is recognised that the occupants of unauthorised encampments tend to live in extended family groups, which means there is likely to be a wide range of differing needs which must be taken into account.
<b>Gay/Lesbian/bisexual People</b>	No information held on this characteristic
<b>People from different faiths</b>	No information is held on this characteristic, however generally speaking it is thought that: <ol style="list-style-type: none"> <li>1. Some New Travellers have a deeply held philosophical belief in man-made climate change which</li> </ol>

	<p>may come within the belief protected characteristic under the Equality Act 2010.</p> <ol style="list-style-type: none"> <li>2. Some sections of the Gypsy community follow the Light of Life Mission.</li> <li>3. Gypsy funerals are a very important ritual and this should be taken into consideration if an unauthorised encampment arises as a result of a gypsy funeral in the area.</li> </ol>	
<p><b>People of different ages</b></p>	<p>Whist the Council has no formal data relating to the ages of Gypsies and Travellers, officers are aware that the occupants of unauthorised encampment tend to live in extended family groups, which means there is likely to be a wide range of ages and differing needs which must be taken into account.</p> <p>It is widely reported and recognised that Gypsies and Travellers suffer worse health problems than the general population due to their transient lifestyle and that the health of Gypsies and Travellers starts to deteriorate markedly when individuals are over 50.</p>	
<p><b>How will this policy/service/procedure impact on the following groups:</b></p>		
	<p><b>Positive impact</b></p>	<p><b>Negative impact</b></p>
<p><b>Different racial groups</b></p>	<p>This policy will ensure that gypsies and travellers are dealt in an open and consistent way and receive an appropriate level of service.</p> <p>It will reassure members of the wider community who may have a perception of fear of the Gypsies and Travellers that the Council is working to address any issues raised by the encampment.</p>	<p>None</p>
<p><b>Men/women and trans</b></p>	<p>There are particular cultural issues in relation to gender/sex within relation the Gypsies and Travellers community. This policy will assist officers ( by the introduction of a series of training sessions) it is known for example that women in general but especially unmarried women in encampments may not speak to or may not be able to speak on behalf of the group to Council enforcement officers visiting the site.</p>	<p>It is possible that some woman or young females who have medical or other personal issues may feel isolated by this policy.</p>

	The report recommends increased training for enforcement officers which will improve the welfare assessment and eviction process.	
<b>Disabled people</b>	The policy will raise awareness among visiting officers to the unauthorised encampments. When carrying out welfare assessments any medical appointments and general health issues will be taken into account when the Council looks to take enforcement action against any unauthorised encampment.	None
<b>Gay/Lesbian/bi-sexual people</b>	None	None
<b>People from different faiths</b>	Where travellers are travelling to a Light of Light Mission meeting or other recognised religious gathering and inform the Council of the intended length of their stay, officers take this reason into consideration when making a decision.	None
<b>People of different ages</b>	<p>The policy will raise awareness among visiting officers to the unauthorised encampments. When carrying out welfare assessments any medical appointments and general health issues will be taken into account when the Council looks to take enforcement action against any unauthorised encampment.</p> <p>The training and requirements of this policy will inform staff of certain issues relating to age. For example, where there are young children on a site officers must be careful not to raise conflict and to deal with issues appropriately so as not to cause young children distress or harm.</p>	Some young people may be emotionally affected or feel stigmatised by regular eviction from Council owned sites. The education of young people may be disrupted if organisations offering educational support have begun working with them.

	<p>It is also widely reported and recognised that Gypsy and Traveller children are amongst the lowest-achieving pupils at every Key Stage of education. If the Council is dealing with an unauthorised encampment during term time the Council will takes steps to enable the children of school age to attend a local school.</p> <p>It is recognised that the position of an unauthorised encampment could impact on local resident(s) with a protected characteristic (such as children or young people who have pre booked sporting and fitness events). And the policy will encourage officers to carefully consider the balance with these people and those of the unauthorised encampment.</p> <p>Officers visiting the site will have received training to identify a range of safeguarding issues. If any are identified the policy on Safeguarding Children and Young People will be applied.</p>	
<p><b>What changes could be made to the policy/service/procedure to address any negative impacts?</b></p> <p>This is a new policy; no previous policy was in place prior to its introduction.</p>		

<b>What monitoring will be carried out to ensure this policy/service/procedure meets diverse needs</b>			
Officers will:			
<ol style="list-style-type: none"> <li>1. Review this policy will be reviewed annually.</li> <li>2. Officers will work with Nottinghamshire County Council, Nottinghamshire Police and the Nottingham Gypsy and Traveller Liaison Group to ensure that any new guidance or changes in legislation are included in this policy.</li> </ol>			
<b>What actions will be included in your service plan arising from this assessment?</b>			
<b>Action</b>	<b>Outcome</b>	<b>Date?</b>	<b>Who?</b>
Gypsy and Traveller awareness training for front line officers dealing with UEs	Improved knowledge of a wide range of issue relating to the Gypsy and Traveller and settled community affected by UEs	<b>September 2014</b>	<b>Kevin Nealon</b>
All Officers visiting unauthorised encampments in relation to this policy to receive Safeguarding training.	An improved knowledge of safeguarding issues relating to children and young people within the Gypsy and Traveller community.	<b>September 2014</b>	<b>Kevin Nealon David Jayne</b>
Attendance by Public Protection Officer at the Nottingham Gypsy and Traveller working group.	Improved knowledge of officers when updating the policy and greater awareness of how others are addressing this issue.	<b>September 2014</b>	<b>Kevin Nealon</b>
<b>Are you satisfied that all aspects of this policy/service/procedure have been thoroughly assessed for all the strands of diversity and that no further investigation is required?      Yes</b> <b>If no then a fuller impact assessment is required.</b>			

Signed.....(manager) Signed.....(Corporate Equality Representative)