

EQUALITIES



Gypsy and Traveller policy and Procedure for dealing with Unauthorised Encampments

Equality Impact Assessment

This document should be completed only after the Equalities Checklist has been completed and it has been determined that a full Equality Impact Assessment is required.

Service Area

Environmental Health and Licensing

Section/service delivery/policy covered by the assessment

Unauthorised Encampments

Stage 1 - what is being assessed?

Name of strategy / policy /service / review being assessed:

Gypsy and Traveller Unauthorised Encampments Policy and Procedure

Stage 2 - who is carrying out the assessment?

Members of the assessment team:

Alan Batty

Others involved in the assessment (external challenge):

Ben Adams

Stage 3 - aims of the strategy or service

Briefly describe the aims of the strategy or service:

To review the policy and procedures relating to the actions to be taken in relation to unauthorised encampments by Gypsy and Travellers.

Stage 4 - knowing our customers, communities and employees

List the main customers, employees, users or groups receiving, delivering or affected by, this strategy or service:

All businesses, residents and visitors within the District of Newark and Sherwood.

Police

Land owners

Gypsy and Traveller Community

Stage 5 - background information

List any information from previous surveys, customer feedback or any relevant performance information that relates to this strategy or service:

Information gathered from other Nottinghamshire Authorities and consideration of the statutory powers for dealing with unauthorised encampments.

Government Guidance for dealing with illegal and unauthorised encampments – a summary of available powers

https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/418139/150326_Dealing_with_illegal_and_unauthorised_encampments_-_final.pdf

Stage 6 - this stage looks at the barriers to accessing services and any possible discrimination that customers and communities may face

Age

Access to Service			Delivery of Service		
<input checked="" type="checkbox"/> Positive Impact	<input type="checkbox"/> Negative Impact	<input type="checkbox"/> Nil Impact	<input checked="" type="checkbox"/> Positive Impact	<input type="checkbox"/> Negative Impact	<input type="checkbox"/> Nil Impact

Please describe any positive impact, negative impact, any barriers or potential discrimination:

The policy formalises and clarifies the the undertaking of welfare checks and requires decisions on action to be taken to take account of the findings of the welfare survey. The age of any Gypsies and Travellers will be a factor in this assessment.

Please describe any measures you have already got in place to reduce inequality to ensure customers can access this service:

Advice and information will be made available to any Gypsy or Traveller that needs to access services.

Race

Access to Service			Delivery of Service		
<input type="checkbox"/> Positive Impact	<input checked="" type="checkbox"/> Negative Impact	<input type="checkbox"/> Nil Impact	<input type="checkbox"/> Positive Impact	<input type="checkbox"/> Negative Impact	<input checked="" type="checkbox"/> Nil Impact

Please describe any positive impact, negative impact, any barriers or potential discrimination:

Gypsy and Travellers are recognised as an ethnic group. This policy recognises their cultural heritage and strikes to find a balnce between their right to a nomadic lifestyle and the impact that an unauthorised encampment can have on the local community. Unauthorised encampments have the potential to generate a great deal of distress to settled communities and the policy recognises that tensions can occur as a result of this. If the situation is not managed then there is potential for this tension to escalate and therefore a policy to address this could be seen as a positive step. The Policy attempts to strike the balance between meeting the reasonable needs of all groups and recognised races.

Please describe any measures you have already got in place to reduce inequality to ensure customers can access this service:

The policy recognises that some unauthorised encampments may be tolerated for longer periods depending on the nature of the encampment and the location and nature of the site.

Gender

Access to Service			Delivery of Service		
<input type="checkbox"/> Positive Impact	<input type="checkbox"/> Negative Impact	<input checked="" type="checkbox"/> Nil Impact	<input type="checkbox"/> Positive Impact	<input type="checkbox"/> Negative Impact	<input checked="" type="checkbox"/> Nil Impact

Please describe any positive impact, negative impact, any barriers or potential discrimination:

We have not identified any impact from the policy on gender.

Please describe any measures you have already got in place to reduce inequality to ensure customers can access this service:

We have not identified any impact from the policy on gender.

Disability

Access to Service			Delivery of Service		
<input checked="" type="checkbox"/> Positive Impact	<input type="checkbox"/> Negative Impact	<input type="checkbox"/> Nil Impact	<input checked="" type="checkbox"/> Positive Impact	<input type="checkbox"/> Negative Impact	<input type="checkbox"/> Nil Impact

Please describe any positive impact, negative impact, any barriers or potential discrimination:

Disabled Gypsies and Travellers may require access to services and the welfare assessment will help to identify these needs.

Please describe any measures you have already got in place to reduce inequality to ensure customers can access this service:

The welfare assessment will identify any disability needs and information and advice will be given. The needs identified will be shared with the relevant agencies. Access, for example, to health services, can be provided as a consequence of conducting the welfare assessment.

Sexual Orientation

Access to Service			Delivery of Service		
<input type="checkbox"/> Positive Impact	<input type="checkbox"/> Negative Impact	<input checked="" type="checkbox"/> Nil Impact	<input type="checkbox"/> Positive Impact	<input type="checkbox"/> Negative Impact	<input checked="" type="checkbox"/> Nil Impact

Please describe any positive impact, negative impact, any barriers or potential discrimination:

No impact on sexual orientation has been identified.

Please describe any measures you have already got in place to reduce inequality to ensure customers can access this service:

No impact on sexual orientation has been identified.

Gender Reassignment

Access to Service			Delivery of Service		
<input type="checkbox"/> Positive Impact	<input type="checkbox"/> Negative Impact	<input checked="" type="checkbox"/> Nil Impact	<input type="checkbox"/> Positive Impact	<input type="checkbox"/> Negative Impact	<input checked="" type="checkbox"/> Nil Impact

Please describe any positive impact, negative impact, any barriers or potential discrimination:

No impact on gender reassignment has been identified.

Please describe any measures you have already got in place to reduce inequality to ensure customers can access this service:

No impact on gender reassignment has been identified.

Marriage and Civil Partnership

Access to Service			Delivery of Service		
<input type="checkbox"/> Positive Impact	<input type="checkbox"/> Negative Impact	<input checked="" type="checkbox"/> Nil Impact	<input type="checkbox"/> Positive Impact	<input type="checkbox"/> Negative Impact	<input checked="" type="checkbox"/> Nil Impact

Please describe any positive impact, negative impact, any barriers or potential discrimination:

No impact has been identified.

Please describe any measures you have already got in place to reduce inequality to ensure customers can access this service:

No impact has been identified.

Pregnancy and Maternity

Access to Service			Delivery of Service		
<input checked="" type="checkbox"/> Postive Impact	<input type="checkbox"/> Negative Impact	<input type="checkbox"/> Nil Impact	<input checked="" type="checkbox"/> Positive Impact	<input type="checkbox"/> Negative Impact	<input type="checkbox"/> Nil Impact

Please describe any positive impact, negative impact, any barriers or potential discrimination:

Members of the Gypsy and Traveller community who are pregnant or have babies may need access to health services and this can sometimes prove difficult because of the transient nature of their lifestyle. Conducting a welfare assessment allows for these issues to be identified and access to appropriate services to be provided as required.

Please describe any measures you have already got in place to reduce inequality to ensure customers can access this service:

The welfare assessment will identify any needs and these will be shared with the relevant agency. Water supplies will be provided where possible.

Removal of waste may also be an issue in some cases. These situations are provided for in the policy.

Religion or Belief

Access to Service			Delivery of Service		
<input type="checkbox"/> Positive Impact	<input type="checkbox"/> Negative Impact	<input checked="" type="checkbox"/> Nil Impact	<input type="checkbox"/> Positive Impact	<input type="checkbox"/> Negative Impact	<input checked="" type="checkbox"/> Nil Impact

Please describe any positive impact, negative impact, any barriers or potential discrimination:

Although we have not identified any impact on religion or belief it is necessary to acknowledge that the Gypsy and Roma traveller communities have a range of religions and beliefs depending often on the predominant religion in the country where they live. The policy does not specifically address religion, however if an unauthorised encampment was present in an area to attend, for example a religious festival, then this would be factored into an assessment of the site.

Please describe any measures you have already got in place to reduce inequality to ensure customers can access this service:

Any religious beliefs would be addressed and considered when interacting with an unauthorised encampment.

Other Groups or Issues (e.g. socio-economic)

Access to Service	Delivery of Service

<input type="checkbox"/> Positive Impact	<input type="checkbox"/> Negative Impact	<input checked="" type="checkbox"/> Nil Impact	<input type="checkbox"/> Positive Impact	<input type="checkbox"/> Negative Impact	<input checked="" type="checkbox"/> Nil Impact
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Please describe any positive impact, negative impact, any barriers or potential discrimination:

Please describe any measures you have already got in place to reduce inequality to ensure customers can access this service:

Nothing identified.

Stage 7 – Action Plan and Policy Review

From the previous section list the specific actions required to address any problems you have identified:

Action:	Service Plan / Delivery Plan:	Officer Responsible:	Timescale:	Resources:	Milestones, Monitoring and Review Details:
Policy and procedure to be considered by Homes and Communities Committee	Click here to enter text.	Karen White/Alan Batty	November 2018	Click here to enter text.	Publish Policy
Role out of Policy and procedure including training of relevant staff	Click here to enter text.	Alan Batty	December/January 2018/19	staff	Relevant staff trained
Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.	Click here to enter text.

Date of next review

30/11/2020

Stage 8 – Outcomes(s) of equality impact assessment

☒ No major change needed ☐ Adjust the policy/proposal ☐ Adverse impact but continue ☐ Stop and remove the policy and proposal

Further description:

[Click here to enter text.](#)

Stage 9 – Confirmation and Publish the Results

☒ I confirm that these actions are being adopted as everyday practise and if necessary incorporated into the Service Plan or Delivery Plan

Signed by Lead Officer: Alan Batty

Date 11.10.18