



## Equality Impact Assessment form (Updated April 2011)

This is where you evidence how a policy or practice, or a decision relating to a policy or practice, complies with the general equality duty to:

- Eliminate unlawful discrimination, harassment and victimisation
- Advance equality of opportunity
- Foster good relations

This form is intended to guide and prompt you about the questions and evidence that you need to think about. As indicated in the guidance, this assessment takes into consideration each of the “protected characteristics” listed in the Equality Act 2010 – race, age, gender etc. This assessment should be used to inform any relevant decision about the policy or practice. Please state policy options in the assessment.

<b>Service Area</b> Regeneration and Regulatory Services	<b>Head of Service:</b> Susan Bolter	<b>Person responsible for the assessment:</b> Susan Bolter	<b>Date of Assessment</b> 11 <sup>th</sup> September 2012	
<b>Name of the policy/practice to be assessed:</b> Practice of housing Gypsy and Travellers			<b>Is this a new, existing or Policy/Practice under review?</b>	Review

<p><b>1. Briefly describe the purpose of the Policy/Practice</b></p> <p><b>If the Policy/Process is under review, please list any options under consideration</b></p>	<p><b>The Practice</b></p> <ol style="list-style-type: none"> <li>1. Eviction from illegal encampments.</li> <li>2. Tolerated trespass</li> <li>3. Trying to find an 'in-borough' transit site – 7 pitches accommodating approximately 14 caravans.</li> <li>4. Trying to find an 'in-borough' residential site - 29 pitches accommodating approximately 58 caravans.</li> </ol>
<p><b>2. Name any associated Policy, Legislation, corporate objective etc</b></p>	<p><b>Human Rights Act 1998</b> Protect the right to a home and family life</p> <p><b>Equality Act 2010</b> - Gypsy and Irish Travellers = District Ethnic Group.</p> <p><b>Corporate Plan Priority</b> - People in Newport live in a safe and inclusive community</p> <p><b>Housing Act 2004</b> – Duty to carry out all assessment of local residents' housing needs.</p> <p><b>Housing Act 1996</b> - Homelessness applications from Gypsy and Travellers</p> <p><b>Planning Compulsory Purchase Act 2008</b> – meet housing needs within development plans.</p> <p><b>Planning</b> - *Policy H10 Gypsy and Travellers should be treated the same as other residential uses.</p> <p><b>*Welsh Government Circular</b> – Assess housing needs and allocations for Gypsy and Travellers.</p>

<p><b>3. Who are the main stakeholders in relation to the Policy/Practice?</b></p>	<p>South East Wales Regional Equality Council  Gypsy and Traveller Community  Settled Community  Elected Members  Police and Fire Service  Health and Education – transient children.</p>
<p><b>4. Who performs the Service?</b></p>	<p>Newport City Council</p>
<p><b>5. What outcomes are wanted from this Policy/Practice?</b></p>	<p>House Gypsy and Travellers in safe accommodation, appropriate to their needs</p>
<p><b>6. What factors could contribute/detract from the outcomes (risks/opportunities)?</b></p> <p><b>Please list the factors for each separate policy/process options under consideration</b></p>	<p>Adverse views from the settled community – community cohesion issues.  Lack of suitable and available land for sites  Some Gypsy and Travellers have preferences around land ownership.  Eviction of illegal encampments – may send wrong message – but would be evicted same as other trespassers on Newport City Council land.  In some circumstances may tolerate and manage the trespass.  Reactive as only done this because have nowhere appropriate in-district to move them onto.</p>

**7. Describe the steps you have taken to carry out this assessment e.g. consultation and involvement**

- After the change of administration in May 2012 a [cross-party project team](#) was set up by the Scrutiny Committee for Community Planning and Development to re-examine the issue of where to locate Gypsy and Traveller accommodation.
- [Needs assessment](#) undertaken in 2009 was updated to reflect family growth and the likely demand for pitches on sites from Gypsies and travellers who may not be able to secure permanent planning permission for sites on their own land;
- The preliminary findings of a research project sponsored by the Welsh Government, as well as more informal consultation on site location and facilities were also taken into consideration.
- At the time of this review [11 potential sites](#) have gone out for public consultation. This consultation closes on the 4<sup>th</sup> October, after which the project team will reconvene before making recommendations on potentially acceptable sites to Cabinet.
- The 11 potential sites were short listed from over [200 sites](#), 33 of which were suggested by members of the public.

**8. Give a summary of the information the Council has taken into account for this assessment**

As above

- Views of the new administration;
- Consultation with resident Gypsies and Travellers, including the WG funded research;
- Views of the general public;
- Waiting list data;
- Welsh Housing criteria for Gypsy and Travellers [standards etc];
- Caravan 'count' – every six months in Wales;
- National Guidance ' Travelling to a better future'
- ACPO definition of hate crime;

**9. Does the policy/practice eliminate discrimination and promote equality and good community relations due to:**

- **Age**
- **Gender**
- **Disability**
- **Race**
- **Religion/belief**
- **Welsh language**
- **Gender reassignment**
- **Marriage/Civil partnership**
- **Sexual orientation**

- **Age**

Over half of the people on the waiting list for sites are children. The provision of sites will improve access to education for these children. GEMS are currently working to ensure that all Gypsy and traveller children are able to access education. It will also provide children with a safe place to play. Research has found higher rates of accidents amongst Gypsy and Traveller children, often because a lack of sites forces them to live in unsafe areas.

Gypsies and Travellers have a significantly lower life expectancy than members of the settled community. The provision of sites will allow for easier access to health services and better prevention, diagnosis and treatment of illness such as heart disease, stroke and diabetes all of which are more common amongst Gypsy and Traveller communities.

- **Gender**

Over half of applicants on the waiting list are women. Research has found that lack of confidence amongst Gypsy and Traveller women is one of the main barriers to engagement in public life. The provision of sites will allow for work to be done to increase the confidence and capacity of Gypsy and Traveller women to engage with the wider community.

It is thought that health services are particularly underutilised by Gypsy and Traveller men. Permanent sites will make it easier to work with Gypsy and Traveller men to increase their engagement with health services.

- **Disability**

There are people on the waiting list of sites that are recorded as having a disability. The true figure is probably higher, as access to health care and diagnosis can be difficult for those without an official address.

- **Race**

Gypsies and Irish Travellers are recognised by law as distinct ethnic groups. Gypsies and Travellers are widely recognised as one of the most socially excluded groups in society. The provision of sites will make it easier for services to work with families to address this disadvantage. Gypsy and Traveller cultural awareness training was attended by 15 councillors in August 2012.

- **Religion**

Some people on the waiting list for sites are practicing Catholics, and as such have a preference for Catholic schools for their children. Provision of sites will make accessing religiously appropriate education more straightforward for these families.

- **Welsh Language**

No impact anticipated – there is no evidence of demand for services for Gypsies and Travellers through the medium of Welsh.

- **Gender reassignment**

No impact anticipated – there is no reliable data available on gender reassignment, but the number of people in the general population who are transgendered is thought to be very low, and the numbers in the Gypsy and Traveller community are likely to be even lower.

- **Marriage/Civil partnership**

No impact anticipated – the need assessment examined the need for pitches for single people as well as those living as a couple.

- **Sexual orientation**

No impact anticipated – sexual orientation would not impact upon the provision of a pitch on site.

- **Pregnancy and Maternity**

Research has found that Gypsy and Traveller parents are more likely to experience miscarriage, stillbirth or the death of a child. The provision of sites will reduce the barriers this community face in accessing healthcare, including ante and post natal care

<b>10 .Summary of the impact of the policy/practice on the general equality duty</b>	<p>This practice directly impacts on the Council's statutory duties = protected characteristics under the Equality Act 2010.</p> <p>Advance equality of opportunity Foster good relations between different groups Eliminate unlawful discrimination, harassment and victimisation.</p>
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<b>Equality Action Plan</b>		
<b>Key Actions</b>	<b>Actions (with dates) Any associated performance measures</b>	<b>Lead Officer(s)</b>
Further actions to eliminate discrimination, promote equality and good community relations on the grounds of :-		
Health	Health Audit with Julia Osmond from the Local Health Board.	Michelle Aspey
Accommodation	Assess the impact the decision of R v Hackney is likely to have on allocation policies.	Michelle Aspey
If there are decisions pending that will affect this policy/practice please state when and how the decision will be taken	<p>The Housing White Paper proposes reintroducing the statutory duty on local authorities to provide Gypsy and Traveller Sites.</p> <p>Five planning applications pending. However, there is currently an active scrutiny process on-going.</p> <p>Deposit LDP went to Full Council March, 2012. This was followed by 6 weeks consultation period. Objections to the 5 sites included were received. A decision is due to be made on the draft LDP in February 2013.</p> <p>Have <b>not</b> presented as 'homeless' but have accepted our duty towards some families.</p>	<p>Mark Hand</p> <p>Lucie Taylor</p> <p>Mike Jones</p>
How will the policy/practice be: <ul style="list-style-type: none"> <li>• Monitored</li> <li>• Performance assessed</li> </ul>	<p>Progress on establishment of sites [7 transit and 29 residential]</p> <p>Reduction in number of unauthorised encampments. The</p>	<p>Susan Bolter</p> <p>Susan Bolter</p>

Equality Action Plan			
Key Actions	Actions (with dates) Any associated performance measures		Lead Officer(s)
<ul style="list-style-type: none"> <li>Reported</li> </ul>	number of unauthorised encampments increased at the last caravan count in July 2012 due to the lack of local authority provided sites.  Reduction in Housing Waiting List. The number of people on the waiting list seeking a pitch on a local authority provided site is increasing as not sites are currently available.		Susan Bolter
Does the EIA need be revisited in 6 months/a year?	September 2013.		

Signed (Lead Officer)

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Signed (Head of Service)

11 September 2012 – EIA undertaken with Dave Pinnell, Mike Jones, Mark Hand and Michelle Aspey.