

Appendix - Warwickshire County Council Equality Impact Assessment (EIA) Form

The purpose of an EIA is to ensure WCC is as inclusive as possible, both as a service deliverer and as an employer. It also demonstrates our compliance with Public Sector Equality Duty (PSED).

This document is a planning tool, designed to help you improve programmes of work by considering the implications for different groups of people. A guidance document is available [here](#).

Please note that, once approved, this document will be made public, unless you have indicated that it contains sensitive information. Please ensure that the form is clear and easy to understand. If you would like any support or advice on completing this document, please contact the Equality, Diversity and Inclusion (EDI) team on 01926 412370 or equalities@warwickshire.gov.uk

Service / policy / strategy / practice / plan being assessed	Gypsy, Roma and Traveller Strategic Framework 2020-25
Business Unit / Service Area	Trading Standards and Community Safety - Communities
Is this a new or existing service / policy / strategy / practice / plan? If an existing service / policy / strategy / practice / plan please state date of last assessment	This is a new strategic framework
EIA Review team – list of members	<p>Jonathon Toy</p> <p>Cheryl Bridges</p> <p>Paul Gibbs</p> <p>Sarah McCabe</p> <p>Ffion Rees</p> <p>Charlotte Hughes</p>

Do any other Business Units / Service Areas need to be included?	EMTAS
Does this EIA contain personal and / or sensitive information?	No
Are any of the outcomes from this assessment likely to result in complaints from existing services users, members of the public and / or employees?	

1. Please explain the background to your proposed activity and the reasons for it.

Warwickshire County Council has a lead role for Gypsy and Traveller provision across the county. This includes, the welfare of residents, managing sites, ensuring there is sufficient provision and support for the G&T community and addressing unauthorized encampments in a proportionate manner.

This report sets out the strategic direction of Warwickshire County Council working in partnership with health, education and police, to the provision of suitable, well managed sites, services which protect and support both the Gypsy and Traveller Communities as well as local residents and businesses.

The Gypsy Roma Traveller community have protected characteristics and are recognised as ethnic groups under the Race Relations Act 1976, and they are protected by the Equality Act 2010.

This EIA focuses on the priorities which have a specific relevance on equalities and the equalities duty. It should be noted that the other priorities set out in the Strategic Framework will be considered proportionately, balancing the needs of the Gypsy Roma traveler community and those of the wider communities across Warwickshire

2. Please outline your proposed activity including a summary of the main actions.

The activity directly relates to the priorities set out in the strategy:-

Priority 1 - To recognise and positively promote the culture and traditions of the Gypsy and Travellers Communities and address discrimination

Actions:-

- ✓ We will work with partner agencies, local communities to establish a series of community engagement programmes that helps to create stronger links and a better understanding of the culture and identity of Gypsies and Travellers.
- ✓ Working with local and regional colleagues who represent the Gypsy and Traveller Community, we will increase our national profile to ensure best practice and a consistency approach to site provision
- ✓ We will work with the Gypsy and Traveller community to report incidents of hate crime and discrimination and work with partner agencies to address it

Priority 2 - To address the health, social and economic inequalities that exist in the Gypsy Roma and Traveller communities.

Actions:-

- ✓ Through the establishment of the Warwickshire Gypsy and Traveller Hub, we will increase the health support provided to communities who occupy Hub sites.
- ✓ We will work with education providers to increase our offer of educational support, through schools and home tuition
- ✓ We will work with colleges and work readiness providers to increase the support into employment.

Priority 3 - To provide adequate number of pitches across the districts of Warwickshire in well managed site provision. This includes private and public permanent and stopping sites.

Actions:-

- ✓ Support District and Borough councils in their duty to co-operate to ensure there is sufficient pitch allocation for their areas, in the context of the county.

- ✓ To support Districts and Boroughs to maintain an accurate record of sites and pitches available across the County.
- ✓ Increase our working relationship with owners who are and will provide well managed private sites across the council.
- ✓ Where appropriate to develop close partnership co-operation with private site owners to improve the management and maintenance of sites in the county. This includes closer co-operation for the welfare of Gypsy and Traveller communities who reside in private sites.

Priority 4 - Protect law abiding Traveller communities, local residents and business through close working with landowners to ensure there is robust legal framework that addresses anti social and criminal behaviour.

Actions:-

- ✓ Review the current Gypsy and Traveller Housing Allocation Policy to ensure that the policy reflects the roles and responsibilities in the maintenance and management of pitches, the overall site, and to those living and working in the vicinity of the site.
- ✓ Ensure the policy had a robust enforcement action against those that are affecting the wellbeing of other residents on the site and within the vicinity.
- ✓ The policy addresses anti social or criminal behaviour including the decision making in the application, letting of pitches or termination of occupancy.
- ✓ Proactive engagement and site management of all Local Authority sites ensuring residents are supported to be safe, healthy and independent

Priority 5 - A consistent approach to addressing Unauthorised encampments

Actions:-

- ✓ Keep records of all Unauthorised Encampments in the County and support land owners who are repeatedly affected by unauthorised encampment.
- ✓ To use the review of the Warwickshire Unauthorised encampments Protocol 2017 and Emergency Stopping Place to inform the county councils approach to ensure we address unauthorised encampments swiftly and proportionately.

3. Who is this going to impact and how? (customers, service users, public and staff)

It is good practice to seek the views of your stakeholders and for these to influence your proposed activity. Please list anything you have already found out. If you still need to talk to stakeholders, include this as an 'action' at the end of your EIA. **Note that in some cases, there is a duty to consult, see [more](#).**

The Census data 2011 evidenced that over half of the Gypsy and Traveller community who live in mobile accommodation live on privately managed sites, just under a third (29%) live on sites operated by a Local Authority or a registered providers of social housing and 14% were on unauthorised sites.

In addition the Census enabled data to be collected on Gypsy, Traveller and Irish Travellers for the first time and 63,000 people in the UK identified as members of these groups.

Health inequalities experienced by the Gypsy and Traveller community when compared with the general population include higher rates of mortality, morbidity and long term health conditions, low child immunisation levels and a higher prevalence of anxiety and depression.

Social and economic inequalities faced by the Gypsy and Traveller community are wide ranging and have long term impacts. Recent reports evidence:

- 4 out of 5 Gypsies, Roma and Travellers have experienced Hate speech or a hate crime and only 1 in 5 sought help
- Half of Gypsies, Roma and Travellers have experienced discrimination in the workplace,
- To try and avoid racism Gypsies, Roma and Travellers try to hide their ethnicity
- 70% said they had experienced prejudice in education, teachers being mentioned most frequently.

In Warwickshire the annual schools census data (Jan 2019) shows that 248 pupils in Warwickshire's state funded schools identified as Irish Traveller or Gypsy/Roma origin, from a total school population of 83,621. At just 0.3% of the school population the Gypsy and Traveller community are significantly under represented which significantly impacts on their ability and aspirations to obtain qualifications and employment in later life.

4. Please analyse the potential impact of your proposed activity against the protected characteristics.

N.B Think about what actions you might take to mitigate / remove the negative impacts and maximize on the positive ones. This will form part of your action plan at question 7.

	What information do you have? What information do you still need to get?	Positive impacts	Negative impacts
Age	The current information is that young people who are part of the GRT community are less likely to remain in education pre and post 16.	<p>The strategic framework highlights the continued and enhanced educational support for young people in the GRT community through the EMTAS service.</p> <p>The framework also highlights addressing health inequalities which currently exist. This will be achieved through the establishment of the Partnership Hub and the continued investment in dedicated welfare support services.</p>	x
Disability Consider <ul style="list-style-type: none"> • Physical disabilities • Sensory impairments • Neurodiverse conditions (e.g. dyslexia) • Mental health conditions (e.g. depression) 	Health inequalities experienced by the Gypsy and Traveller community when compared with the general population include higher rates of mortality, morbidity and long term	The Strategic Framework has a direct priority “To address the health, social and economic inequalities that exist in the Gypsy Roma and Traveller communities.”	One of the potential impacts of working to address the health, social and economic inequalities that exist in the Gypsy Roma and Traveller communities, is that it may be perceived by families and the

<ul style="list-style-type: none"> Medical conditions (e.g. diabetes) 	health conditions, low child immunisation levels and a higher prevalence of anxiety and depression.	Work with and alongside the GRT community will identify needs and gaps in service provision which as a partnership we can work to address and resolve to reduce the health inequalities faced by the community	communities that such improvements are in direct contradiction to their way of life. Enforcement action can negatively impact on access to regular health provision, preventing access to medical support services and out patient support. Welfare assessment are made prior to any enforcement action
Gender Reassignment	x	There is limited data in relation to transgender individuals, within the GRT community. However, our focus on addressing social, economic and health inequalities will have a positive impact on all individuals within the GRT community through the provision of health materials that will be available to the community.	x
Marriage and Civil Partnership	It is anticipated that the priorities will have a negligible impact on marital status. To be monitored and reviewed in line with developments.	x	x
Pregnancy and Maternity	x	Priority 2 will have a positive impact on all members of the	x

		<p>community through better assessment of health needs.</p> <p>As part of our approach to providing adequate pitches and addressing Unauthorised Encampments, we will always consider pregnancy and maternity as part of the considerations for either support into accommodation or tolerating unauthorised encampments and negotiated stopping provision.</p>	
Race	<p>The Romani Gypsies and Irish Traveller culture and traditions have developed through a nomadic way of life over centuries. They are recognised as ethnic groups under the Race Relations Act 1976, and they are protected by the Equality Act 2010.</p> <p>Further information is required from national data on the gypsy and traveler community with the UK. We are working with regionally and national leads to address this and gain a more</p>	<p>The Strategic Framework sets out proposals that help recognise the protected characteristics of the GRT community and enable a greater understanding of their distinctive way of life. We recognize that there are variations across the GRT communities depending on the historical background, the strategic framework. The Framework makes a clear commitment to address the health, social and economic inequalities that exist in the</p>	<p>One of the potential impacts of working to address the health, social and economic inequalities that exist in the Gypsy Roma and Traveller communities, is that it may be perceived by families and the communities that such improvements are in direct contradiction to their way of life. There is resistance, particularly in terms of educational attainment within some families and it will be vitally important to strike a balance between these</p>

	comprehensive understand of the extent of the community across seasons.	Gypsy Roma and Traveller communities.	cultural views and improving economic life choices.
Religion or Belief	The Gypsy, Roma Traveller culture, traditions and way of life have been in existence for centuries. They bring a unique perspective of social, family, economic and cultural traditions which are important to recognise, value and understand	The Strategic Framework has a direct priority <i>“To recognise and positively promote the culture and traditions of the Gypsy and Travellers Communities and address discrimination”</i>	One of the perceived negative impact is the priority to address unauthorised encampments. Unauthorised encampments are created as GRT communities move within or through areas as part of their lifestyle, for work, family or cultural reasons. Applying a consistent approach can be perceived as adversely impacting on this belief. However, the intention is to apply addressing unauthorized encampments in a fair and proportionate manner, in order to mitigate the impact
Sex	Whilst the priorities might not focus specifically on gender, it’s important to note that they are intended to have a positive impact on both genders equally and that this will be monitored and reviewed in line with developments	x	x

Sexual Orientation	It is anticipated that the priorities will have a positive impact on all members of the G&T community regardless of sexual orientation. To be monitored and reviewed in line with developments.	Through our focused work to address social and health inequalities, we will work with the GRT community to provide of health promotion materials to create a better understanding and increased dialogue on sexual orientation.	x
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5. What could the impact of your proposed activity be on other vulnerable groups e.g. deprivation, looked after children, carers?

The Strategic Framework focuses on The GRT communities as a specific vulnerable group

6. How does / could your proposed activity fulfil the three aims of PSED, giving due regard to:

- the elimination of discrimination, harassment and victimisation
 - creating equality of opportunity between those who share a protected characteristic and those who do not
 - fostering good relationships between those who share a protected characteristic and those who do not
- We will seek to eliminate discrimination, harassment and victimisation by providing direct opportunities across local communities to gain a deeper understanding of the GRT community, their culture and beliefs. Our intention is to promote simpler process to increase the reporting and recording of hate related harassment and discrimination against the GRT community.
 - One of our key priorities is to address the health, social and economic inequalities that exist in the Gypsy Roma and Traveller communities. By improving these inequalities we will look to improve life chances for the community, which, as the framework highlights are significant less compared to those communities who do not share the same protected characteristics.
 - Our activity will seek to work with partner agencies and local communities to establish a series of community engagement programmes that helps to create stronger links and a better understanding of the culture and identity of Gypsies and

Travellers. We will look to do this through community based activity, story telling, social media and recording of the history of family that exist within and on our sites.

7. Actions – what do you need to do next?

Consider:

- Who else do you need to talk to? Do you need to engage or consult?
- How you will ensure your activity is clearly communicated
- Whether you could mitigate any negative impacts for protected groups
- Whether you could do more to fulfil the aims of PSED
- Anything else you can think of!

Action	Timescale	Name of person responsible
We have consulted with Regional representatives within the GRT community. We have also sought the views of Warwickshire Police leads and district and borough councils. Wider discussions with representatives of the Gypsy Roma Traveller community both locally and regionally. This will feed into our policy development	To commence Autumn 2020	Cheryl Bridges
Develop a more robust educational attainment offer with our educational support providers. There needs to be a focus on both increased attainment at GCSE and access to higher education. This will include as specific focus project	Jan 2021	Sarah McCabe EMTAS

for young Traveller women, to improve their educational attainment		
Develop a community faced communications strategy with the aim of promoting the culture and traditions of the GRT community. The strategy will require the engagement of the community and a range of different mediums to ensure it is both targeted within local areas and to a wider county and regional audience	Strategy to be developed by end of Nov 2020	Cheryl Bridges

8. Sign off.

Name of person/s completing EIA	Jonathon Toy
Name and signature of Assistant Director	Scott Tompkins
Date	30 th June 2020
Date of next review and name of person/s responsible	February 2021 Jonathon Toy