

# EQUALITY IMPACT ASSESSMENT

Community Connections



## STAGE 1: WHAT IS BEING ASSESSED AND BY WHOM?

What is being assessed - including a brief description of aims and objectives?	
	<p>Gypsy Roma and Traveller Policy – Unauthorised Encampments Plymouth City Council is responsible for dealing with unauthorised Gypsy Roma and Traveller (GRT) encampments on land owned by the Council.</p> <p>The travelling community can experience difficulties finding an authorised place to stop, and may set up an encampment on someone's land without consent, including green space, highway verges and lay-bys. This is a breach of civil law and, in certain circumstances, may be a breach of criminal law.</p> <p>Plymouth City Council's approach is based on the need to uphold the law and prevent unlawful occupation of land, whilst meeting the needs of communities.</p> <p>The aim of this policy is to address the need for an effective approach to the management of unauthorised Gypsy Roma and Traveller encampments on Plymouth City Council land, whilst ensuring that the rights of Plymouth's local settled community and the Gypsy Roma and Traveller communities are balanced. This includes provision of negotiated and temporary stopping spaces and the implementation of a PSPO for some sites across Plymouth that are used frequently.</p> <p>In addition to this it aims to clarify the internal working arrangements around unauthorised encampments across Plymouth City Council departments and services so that any future unauthorised encampments can be managed successfully, swiftly and without detriment to any community.</p>

		<p>This policy is also reliant on a collaborative approach with our partners, namely Devon &amp; Cornwall Police, Health and Social Care and Charitable organisations as well as Ward Members and their constituents, on how we will manage an unauthorised encampment on Plymouth City Council land.</p> <p>The overarching aim of the policy is to achieve, where possible, a locally agreed end to unauthorised encampments and to avoid the formal eviction process. However this policy sets out the formal process for eviction, and when this will be used.</p>
<b>Author</b>		Malisa Collyer, Strategic Manager
<b>Department and service</b>		Community Connections
<b>Date of assessment</b>		29 <sup>th</sup> December 2018

## STAGE 2: EVIDENCE AND IMPACT

<b>Protected characteristics (Equality Act)</b>	<b>Evidence and information (eg data and feedback)</b>	<b>Any adverse impact</b> <i>See guidance on how to make judgement</i>	<b>Actions</b>	<b>Timescale and who is responsible</b>
<b>Age</b>	<p><b>Community Data:</b>  <b>Pupils in Plymouth Schools (2012)</b>                      19 Romany pupils                      6 White Irish Traveller                      GRT's often experience difficulty in accessing and staying in education making levels of literacy in the community low. GRT children have the poorest educational attainment of any ethnic group in this country. This is likely to be a causal factor in poor health and employment outcomes. Ofsted have</p>	<p><b>None</b> – providing the policy may assist all residents to engage with healthcare services which is especially important for older people, those requiring hospital treatment and pregnant women. Undertaking welfare checks with all UEs ensures that the appropriate provision is accessed where possible and when requested. Community Connections Officers often refer members of the community to supporting agencies.</p> <p>The safety of children on site will be improved as by locating away from the roadside they will be less vulnerable to road traffic</p>	<p><b>None</b> – Safety of children will be considered on a negotiated and temporary stopping place as part of the code of conduct guidance some places will be non-negotiable.</p> <p>In addition a Community Impact Assessment will consider the safety of all occupants on any site.</p>	N/A

	<p>identified them as an 'at risk group in education'. Older GRT's are vulnerable due to a lack of continuity of health care services related to their transient accommodation. They are often forced to choose between living within their extended family network or 'retiring' from an active travelling lifestyle and moving into 'bricks and mortar', which may leave them isolated. They are the least likely racial group to be in receipt of home based social care or residential care. Life expectancy is significantly lower for GRT's than the mainstream population. Infant mortality rates are three times higher.</p>	<p>accidents, and will not have to move from site to site as frequently.</p>		
<p><b>Disability</b></p>	<p><b>Community Data:</b></p> <ul style="list-style-type: none"> <li>Limiting long-term illness 20.6% (nationally 18.2%) (ONS 2001)</li> <li>Plymouth permanently sick or disabled 6.7% (nationally 5.5%) (DWP)</li> <li>Learning disability – 2,800</li> <li>Deaf and Hard of Hearing – 36,660</li> </ul>	<p><b>None</b> – Access to sites will be considered as part of the community impact assessment. Needs of those within the encampment will be considered as part of welfare checking. Offering a more sustainable approach to GRT will provide better access to hospitals and health care.</p>	<p>Ensure disabled access is considered when assessing site suitability and welfare checks.</p>	<p>Policy Implementation.</p>

	<ul style="list-style-type: none"> <li>• Dual Sensory Impairment (Deaf/Blind) – 98</li> <li>• Visual Impairment – 4,073</li> <li>• Severe Head Injuries – 180 people attending casualty per year</li> <li>• Stroke – 587 diagnosed per year</li> <li>• Multiple Sclerosis – 244 to 293</li> <li>• Some form of mental health issue – 30,000</li> <li>• 5% of over 65's and 10-20% over 80's have dementia (Department of Health, June 2009)</li> </ul> <p><b>Local Data:</b></p> <p>There is a lack of local specific data in relation to GRTs across most of the protected characteristics. We have no recorded GRT service users in our Adult Social Care database.</p> <p><b>National Information:</b></p> <p>It is difficult to access the needs of GRT's with disabilities due in part to a lack of access to regular medical care or benefits.</p> <p>“Gypsy and Traveller community lack confidence and</p>			
--	--	--	--	--

	<p>knowledge about how to access services such as health and social care and there is a tendency not to ask for external agency support" (International Minority Rights Group in 1995 Research).</p> <p>Both mobile and settled GRT's report difficulties in registering with a doctor. Doctors can be reluctant to register GRT's families with no address. Lack of access to diagnosis and treatment and support is likely to impact on life expectancy.</p> <p>GRT's often suffer from depression and other mental health problems, caused by the stress of eviction, or as a result of moving from caravan to settled housing, with the associated isolation.</p>		<p><b>None</b> – This policy should maintain equality and access to services across all types</p>	<p>N/A</p>
<p><b>Faith/religion or belief</b></p>	<p><b>Community Data:</b>                  Christian &lt; 177,000                  Islam 4,500                  Hindu 300-400                  Buddhist 470                  Jewish &lt;181                  No faith/not given – 30% of our local population                  Summer 2008 edition of the Traveller Times contained an article quoting Morris and Clements (September 2002)</p>	<p><b>None</b></p>	<p><b>None</b> – This policy should maintain equality and access to services across all types</p>	<p>N/A</p>

	<p>suggesting that of 200,000-300,000 Gypsies and Travellers nationally, some 50,000 are Born Again Christians. Irish Traveller families are predominantly of Roman catholic faith.</p>			
<p><b>Gender - including marriage, pregnancy and maternity</b></p>	<p><b>Community Data:</b></p> <ul style="list-style-type: none"> <li>• Overall, 50.7% women (reflects national figure)</li> <li>• 25-29's: 54.8% men (50.8% nationally)</li> <li>• Married: 77,154 (39%)</li> <li>• Remarried: 16,572 (8.5%)</li> <li>• Separated but still legally married 5,382 (2.8%)</li> </ul> <p><b>Equality and Human Rights Commission (Gypsy and Traveller: Simple solutions for living together – Report 2010):</b></p> <ul style="list-style-type: none"> <li>• The GRT's birth rate is high and prenatal mortality; still births and infant mortality are significantly higher than the national average.</li> <li>• It is estimated that, on average, GRT women live 12 years less than women in the general population and GRT</li> </ul>	<p><b>None</b></p>	<p><b>None</b> – This policy should maintain equality and access to services across all types.</p>	<p>N/A</p>

	<p>men ten years less than men in the general population (Crawley, 2003).</p> <p>Gypsy and Traveller mothers are 20 times more likely than the rest of the population to have experienced the death of a child.</p>			
<b>Gender reassignment</b>	<p><b>Community Data:</b></p> <p>10,000 trans-sexual nationally (6,000 undergone reassignment)</p> <p>Referrals to Newton Abbott Clinic 62 in 2008</p> <p>23 trans members of Plymouth Pride Forum (2014)</p>	<p><b>None</b> – Though a GRT undertaking or considering gender reassignment may have planned health support interrupted by moving around or evictions from unauthorised encampments.</p>	<p><b>None</b> – This policy should maintain equality and access to services across all types.</p>	N/A
<b>Race</b>	<p><b>Community Data:</b></p> <ul style="list-style-type: none"> <li>The GRTs at the Bay View site, the Ride (Plymstock) 13 families (21 adults, 22 children)</li> <li>Show People at Efford Fort: 26 adults, 4 young children</li> <li>GRT's in the wider community, 153 recorded their ethnicity as White: Gypsy or Irish Traveller in the 2011 Census.</li> </ul> <p><b>Pupils in Plymouth Schools (2012):</b></p>	<p><b>None</b> – This policy should directly contribute to addressing the housing needs of the GRT community and also offer an opportunity to foster more positive race relations.</p>	<p><b>None</b> – This policy should lead to an improvement in race inequality and community cohesion.</p>	N/A

	<ul style="list-style-type: none"> <li>• 19 Romany pupils</li> <li>• 6 White Irish Traveller</li> <li>• Evidence suggests that GRT might be unlawfully discriminated against when applying for jobs and so conceal their ethnicity when applying for work. Many GRTs are self-employed, but they receive little financial help or advice on starting up a mobile business.</li> <li>• There is little available evidence about benefits take up amongst GRT communities and locally it is known that this is not a service they tend to access.</li> <li>• 49 of 195 racist incidents we recorded in the 12 months prior to September 2014 were related to the Gypsy and Traveller Community. Many were recorded as the result of racist comments on stories about the community published in the Evening Herald website.</li> </ul>			
--	--	--	--	--



	<p><b>Equality and Human Rights Commission (Common Ground: Equality, good race relations and sites for Gypsies and Irish Travellers – 2006)</b></p> <ul style="list-style-type: none"> <li>• Widespread racism against GRTs prevalent.</li> <li>• Lack of GRT temporary stopping place is a significant issue affecting this 'racial or ethnic' group.</li> <li>• The lack of accommodation for GRT residential use effectively leads to widespread exclusion from public services.</li> </ul>			
<p><b>Sexual orientation - including civil partnership</b></p>	<p><b>Community Data:</b></p> <ul style="list-style-type: none"> <li>• National estimates are that between 5-7% of the population are Lesbian, Gay or Bisexual.</li> <li>• We conducted 29 Civil Partnership Ceremonies in the 12 months up to September 2014</li> <li>• There is no published data about the sexual orientation make-up of the GRT communities</li> </ul>	<p><b>None</b> – sexual orientation concerns are not relevant to this specific proposal</p>	<p><b>None</b></p>	<p>N/A</p>

either nationally or locally.


**STAGE 3: ARE THERE ANY IMPLICATIONS FOR THE FOLLOWING? IF SO, PLEASE RECORD ACTIONS TO BE TAKEN**

Local priorities	Implications	Timescale and who is responsible
<p>Reduce the gap in average hourly pay between men and women by 2020.</p>	<p>GRT's are one of the most deprived groups in Britain. The lack of authorised sites for GRTs perpetuates many of these problems.</p> <p>Providing this policy will:</p> <ul style="list-style-type: none"> <li>assist with the seasonal economic travelling patterns of GRT's.</li> <li>enable access to routine healthcare (e.g. post and ante natal care to address the high rates of perinatal and infant mortality and significantly shorter lifespans). This will have a positive impact on service delivery as it should lead to less use of emergency services.</li> <li>Enable access to educational provision</li> </ul> <p>GRTs will also be able to access other routine services that improve quality of life outcomes (e.g. refuse collection and police support regarding racist incidents).</p> <p>Provision of this policy may provide opportunity for members of the Gypsy Roma and Traveller community to seek work in the local area.</p>	
<p>Increase the number of hate crime incidents reported and maintain good satisfaction rates in dealing with racist, disabled, homophobic, transphobic and faith, religion and belief incidents by 2020.</p>	<p>Provision of this policy may result in a reduction of tensions between the settled community and the Gypsy Roma and Traveller community, by avoiding unauthorised encampments and/or dealing with them in a more effective manner.</p>	
<p>Good relations between different communities (community cohesion)</p>	<p>Providing adequate accommodation for GRTs is essential in building positive community relations.</p> <p>Providing dedicated short stay traveller accommodation should lead to social and economic benefits like revenue from rent and utility bills</p> <p>There may be initial resistance to this proposal and for tensions to rise, however, evidence suggests that tensions reduce once communities are settled and reassured.</p>	

<p><b>Human rights</b> Please refer to <u>guidance</u></p>	<p>GRTs have enjoyed the same rights of protection as everyone else under the terms of the Human Rights Act 1998 including adequate accommodation. The Equality Act 2010 places a duty on us to:</p> <ul style="list-style-type: none"> <li>• Eliminate unlawful discrimination, harassment, victimisation</li> <li>• Advance equality of opportunity between those with a protected characteristic and others</li> <li>• Foster good relations between these groups.</li> </ul> <p>Improved site provision will evidence that we are committed to improving the quality of life for all in our city.</p>	
--	---	--

**STAGE 4: PUBLICATION**

Matt Garrett  
Service Director



Date 03/01/19

