

EQUALITY IMPACT ASSESSMENT

**TITLE: Cledford Gypsy and Traveller Transit Site
2020**

VERSION CONTROL

| Date | Version | Author | Description of Changes |
|---------------------------------|-----------|--------------|------------------------|
| 30 th September 2020 | DRAFT 1.0 | Chris Hutton | None |
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EQUALITY IMPACT ASSESSMENT

CHESHIRE EAST COUNCIL - EQUALITY IMPACT ASSESSMENT

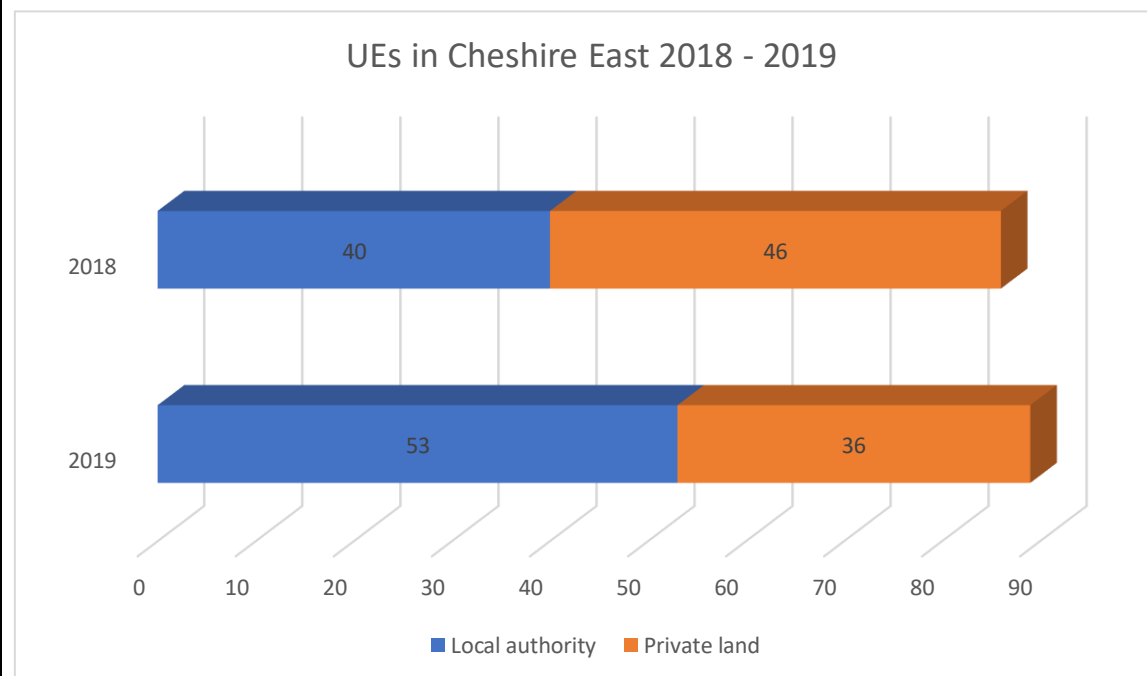
Stage 1 Description: Fact finding (about your policy / service /

| | | | | | | |
|---|--|-------------|---|---------------|----------------------------|---------------------|
| Department | Place | | Lead officer responsible for assessment | | Chris Hutton | |
| Service | Housing | | Other members of team undertaking assessment | | John Howard Dawn Taylor | |
| Date | 30 th September 2020 | | Version | | DRAFT 1.0 | |
| Type of document (mark as appropriate) | Strategy | Plan | Function | Policy | Procedure | Service ✓ |
| Is this a new/ existing/ revision of an existing document (please mark as appropriate) | New ✓ | | Existing | | Revision | |
| Title and subject of the impact assessment (include a brief description of the aims, outcomes , operational issues as appropriate and how it fits in with the wider aims of the organisation) Please attach a copy of the strategy/ plan/ function/ policy/ procedure/ service | <p>Governmental statutory documentation, advisory and guidance notes recognise the long-standing role Gypsies and Travellers have played in society and how prejudice, discrimination and legislative change have increasingly marginalised these distinctive ethnic groups. Gypsies and Travellers are one of the most socially excluded groups in society and are particularly susceptible to a range of inequalities relating to health, education, and quality of accommodation.</p> <p>There is an identified national shortage of pitch provision for Gypsies and Travellers.¹ This is seen in the sub – Region, with Cheshire West and Chester, and Warrington, witnessing increases in unauthorised encampments (UEs). Cheshire East Council (CEC) has also seen a number of UEs over recent years.</p> | | | | | |

¹ This includes MHCLG caravan count data and information on unauthorised encampment data provided by Local Authorities.

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In Cheshire East, the number of UEs on local authority land (LA) show an increase (32.5%), whilst the number of UEs on private land (PR) show a decrease of 21.7%.



To help meet the local demand for pitches CEC is therefore providing 10 transit pitches along with an amenity block. This official transit site, fully authorised and permanent, in an appropriate place, is likely to reduce the number of UEs in Cheshire East. Transit pitches will also reduce problems when UEs are moved on. The transit site will have adequate facilities and should not interfere with the day to day life in the settled community.

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The transit site is intended for short-term use while families are travelling. There will be a limit on the length of time residents can stay. In practice the length of stay on a transit pitch is generally limited to a maximum of 13 weeks.

The transit pitches will be used for all year round to meet the needs of those families travelling through the Cheshire East area temporarily, such as when visiting relatives, travelling to specific events like weddings and funerals, or for work.

This will allow Travellers to be allowed to stop without being criminalised, in a safe, clean stopping space.

The assumption is for one caravan on each pitch, but the pitch could technically accommodate up to two caravans if this is appropriate to the families travelling, or the usual length of stay on site. However, doubling up is only generally appropriate where a single or related household is travelling together or when encampments are for short periods. Within the Travelling community it is accepted that pitches could accommodate up to two caravans if the pitch is being occupied by the same household or for short periods.

The amenity block, will have access to shared facilities with hot and cold water supply:

- a family room
- female / male shower rooms
- toilets
- disabled access bathroom

On each pitch there will be 2 electrical hook-ups, with access to drinking water and drainage.

A number of requirements, in relation to the welfare of children, access to essential services, and right to private and family life, make it important that local authorities seek to provide sufficient pitches in their own area to reflect current and meet possible future transit needs.

This will include things like:

- Gypsy and Traveller Services

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- Traveller Education
- Adult education
- Law Centre
- Citizens Advice Bureau
- Other welfare rights advice
- Doctor (G.P.)
- Dentist
- Accident and emergency
- Health visitors
- Social services

Proximity to shops, a Post Office / cash point, and a main road / motorway links, are also important requirements.

Transit pitch rent will be charged at an affordable rent, and this will be put towards the Service Charge for ongoing maintenance of the site, such as repairs and maintenance of the site and amenity block. It is not considered culturally sensitive to ask about household income in Travelling families. Individual electricity cards to pay for hook ups will be available on the site.

The site will be managed whilst it is in occupation by the Cheshire and Warrington Traveller Team (CWTT) who will ensure that families are sign-posted to the correct services, including Health and Education. The site will have a staff member there between Monday and Friday 9:00 -5:00, and also as and when required.

Traveller groups included in Protected Characteristics are those people affected by one of more of the following:

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race

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| | <ul style="list-style-type: none"> • religion or belief • sex • sexual orientation |
| Who are the main stakeholders and have they been engaged with? (e.g. general public, employees, Councillors, partners, specific audiences, residents) | <p><i>If yes, who did you engage with? Please state below:</i></p> <p>(i.e. if risk increases, vulnerability increases etc. services should include methods of adaptation to meet these increased needs without creating client uncertainty, or loss of services).</p> <p><i>Name any groups/ stakeholders that you have involved or consulted with during the Equality Impact Assessment. Provide a brief summary of how they have been involved and what they said – positive or negative.</i></p> <p><i>For example, asking disabled people about access issues and gender groups about gender specific issues before a service is introduced. Involving people with protected characteristics in training, policy review, satisfaction surveys etc.</i></p> <p>Local residents, Travelling families, Police, Local Elected Members , local businesses. Consultation will be carried out as part of the formal Planning process.</p> |
| What consultation method(s) did you use? | <p>Consultation will be carried out through the formal Planning process. The purpose of the consultation is to outline how the implementation of the service will affect stakeholders and to raise awareness between the groups.</p> |

Stage 2 Initial Screening

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| Who is affected and what evidence have you considered to arrive at this analysis? | <p><i>Such as a 'Process Map' of your service (assessment of customer journey through service) / analysis of complaints / analysis of patient satisfaction surveys and feedback from focus groups /consultations / national & local statistics and audits etc.</i></p> <p><i>List what other information you have reviewed.</i></p> |
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| (This may or may not include the stakeholders listed above) | There has been an impact on local communities of recent UEs, and the associated costs of clean up to CEC. This has contributed to some community tensions and resentments. |
| Who is intended to benefit and how? | <p>Health & educational inequalities within Gypsy and Traveller communities will be addressed, benefitting Traveller families through access to local services.</p> <p>Cheshire East residents who live close to UE sites, less resources required around managing UEs and clean up, reduced use of Police, Court time, and bailiffs.</p> <p>It will address a need for better communication and improved understanding between, and within, Travelling communities themselves, and between Travelling communities and Elected Members, service providers, Police, and permanently settled communities.</p> |
| Could there be a different impact or outcome for some groups? | No. |
| Does it include making decisions based on individual characteristics, needs or circumstances? | Yes. |
| Are relations between different groups or communities likely to be affected? (eg will it favour one particular group or deny opportunities for others?) | It is intended that community relations are improved and that communication improves between different stakeholders. |
| Is there any specific targeted action to promote equality? Is there a history of unequal outcomes (do you have enough evidence to prove otherwise)? | Not at the moment but this will be monitored each quarter through the Performance Monitoring Framework (PMF). |
| Is there an actual or potential negative impact on these specific characteristics? (Please tick) | |

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|---|---|----------|---|----------|----------|------------------------------|--|-----------|
| Age | Y | N | Marriage & civil partnership | Y | N | Religion & belief | Y | N |
| | | √ | | | √ | | | √ |
| Disability | Y | N | Pregnancy & maternity | Y | N | Sex | Y | N |
| | | √ | | | √ | | | √ |
| Gender reassignment | Y | N | Race | Y | N | Sexual orientation | Y | N |
| | | √ | | | √ | | | √ |
| What evidence do you have to support your findings? (quantitative and qualitative) Please provide additional information that you wish to include as appendices to this document, i.e., graphs, tables, charts | | | | | | | Consultation/ involvement carried out | |
| | | | | | | | Yes | No |
| Age | <p>It will be possible to interview families on the transit site to see if older people are happy with their main home base caravan or if they would prefer to live in a different type of home or need to access to particular support services.</p> <p>The education needs of children and young people can be assessed and access to services can be highlighted / signposted.</p> | | | | | | | √ |
| Disability | Families containing Disability Benefit recipients can be signposted to appropriate services and an up to date assessment of their needs carried out by health staff. | | | | | | | √ |
| Gender reassignment | <p>There are gender specific housing related support services. All services are available to all genders, unless exempted.</p> <p>CEC expects partner providers at all times to carry out a risk assessment of the existing clients and the service to ensure that individuals transitioning are safeguarded.</p> | | | | | | | √ |

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| Marriage & civil partnership | Families depend on their extended network and often try to live near relatives and rely on them for work opportunities. | | √ |
| Pregnancy & maternity | This group may benefit from the stability of transit provision for a few weeks and can use the stop around childbirth, making access to local hospital / health services easier. | | √ |
| Race | A dual concern about race relations and inequality cover this group, and there is a duty on CEC to promote race equality and good race relations. It will be possible to signpost families who have / are experiencing racism to relevant services, such as Police. | | √ |
| Religion & belief | All assessment and support plans will be individualised and address issues specific to the individual which will include issues related to religion or belief. Families new to the area may be signposted to local church / faith groups. | | √ |
| Sex | All assessment and support plans will be individualised and address issues specific to the individual which will include issues related to sex. This will reflect specific cultural sensitivities through things like single gender outreach sessions. | | √ |
| Sexual orientation | LGBTQ+ are a hard to reach group within the Traveller community, and for many this is still a taboo subject. It will be possible to signpost individuals to services such as Health, and Mental Health. The engagement of service - users will be sensitive to their needs, and ensure compliance with data protection policies and procedures. | | √ |
| Proceed to full impact assessment? (Please tick) | Yes | No √ | Date |
| | | | |
| Lead officer sign off | | Date | |
| Head of service sign off | | Date | |

If yes, please proceed to Stage 3. If no, please publish the initial screening as part of the suite of documents relating to this issue

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Stage 3 Identifying impacts and evidence

This section identifies if there are impacts on equality, diversity and cohesion, what evidence there is to support the conclusion and what further action is needed

| Protected characteristics | Is the policy (function etc....) likely to have an adverse impact on any of the groups? Please include evidence (qualitative & quantitative) and consultations <i>List what negative impacts were recorded in Stage 1 (Initial Assessment).</i> | Are there any positive impacts of the policy (function etc....) on any of the groups? Please include evidence (qualitative & quantitative) and consultations <i>List what positive impacts were recorded in Stage 1 (Initial Assessment).</i> | Please rate the impact taking into account any measures already in place to reduce the impacts identified <i>High:</i> Significant potential impact; history of complaints; no mitigating measures in place; need for consultation <i>Medium:</i> Some potential impact; some mitigating measures in place, lack of evidence to show effectiveness of measures <i>Low:</i> Little/no identified impacts; heavily legislation-led; limited public facing aspect | Further action (only an outline needs to be included here. A full action plan can be included at Section 4) <i>Once you have assessed the impact of a policy/service, it is important to identify options and alternatives to reduce or eliminate any negative impact. Options considered could be adapting the policy or service, changing the way in which it is implemented or introducing balancing measures to reduce any negative impact. When considering each option you should think about how it will reduce any negative impact, how it might impact on other groups and how it might impact on relationships between groups and overall issues around community cohesion. You should clearly demonstrate how you have considered various options and the impact of these. You must have a detailed rationale behind decisions and a justification for those alternatives that have not been accepted.</i> |
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| Age | | | | |
| Disability | | | | |
| Gender reassignment | | | | |
| Marriage & civil partnership | | | | |

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|--|--|--|--|--|
| Pregnancy and maternity | | | | |
| Race | | | | |
| Religion & belief | | | | |
| Sex | | | | |
| Sexual orientation | | | | |
| Is this change due to be carried out wholly or partly by other providers? If yes, please indicate how you have ensured that the partner organisation complies with equality legislation (e.g. tendering, awards process, contract, monitoring and performance measures) | | | | |

Stage 4 Review and Conclusion
ASSESSMENT

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| Summary: provide a brief overview including impact, changes, improvement, any gaps in evidence and additional data that is needed | | | |
| Specific actions to be taken to reduce, justify or remove any adverse impacts | How will this be monitored? | Officer responsible | Target date |
| | | | |
| | | | |
| | | | |
| Please provide details and link to full action plan for actions | | | |
| When will this assessment be reviewed? | | | |
| Are there any additional assessments that need to be undertaken in relation to this assessment? | | | |
| | | | |
| Lead officer sign off | | Date | |
| Head of service sign off | | Date | |

Please publish this completed EIA form on the relevant section of the Cheshire East website

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