# Equality Impact Assessment (EQIA) Screening Form – V2 Template – November 2024

A successful EQIA screening will look at 5 key areas:

1. **Identify the Policy, Project, Service Reform or Budget Option to be assessed.**

A clear definition of what is being screened and its aims.

1. **Gathering Evidence and Stakeholder Engagement**

Collect data to evidence the type of barriers people face to accessing services (research, consultations, complaints and/or consult with equality groups).

1. **Assessment and Differential Impacts**

Reaching an informed decision on whether or not there is a differential impact on equality groups, and at what level.

1. **Outcomes, Action and Public Reporting**

Develop an action plan to make changes where a negative impact has been assessed. Ensure that both the assessment outcomes and the actions taken to address negative impacts are publicly reported.

1. **Monitoring, Evaluation and Review**

Stating how you will monitor and evaluate the **Policy, Project, Service Reform or Budget Option** to ensure that you are continuing to achieve the expected outcomes for all groups.

## Section 1: Identify the Policy, Project, Service Reform or Budget Option

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| **Name of the Policy, Project, Service Reform or Budget Option to be screened** | Gypsy and Traveller Unauthorised Encampment Protocol |
| **Reason for change in Policy or Policy Development** | The Protocol has been updated following a change in legislation, which lead to the protocol being updated to reflect this. |
| **List main outcome focus and supporting activities of the Policy, Project, Service Reform or Budget Option** | To minimise the impact on local communities when an unauthorised encampment is established in their area. Doing this in a cost-effective way, whilst ensuring that any health and welfare concerns/ issues that the Gypsy Travellers may have are addressed.  Decision making needs to balance and take everyone’s Human Rights into consideration.  Before deciding whether to tolerate or take eviction action against the encampment (if necessary) a health and welfare assessment as well as a community impact assessment are both completed, and their findings considered in the decision making process. If toleration is agreed then the Gypsy Travellers need to both know and understand what is required of them to enable the Council to “tolerate” an agreed stop over, and what would warrant this being terminated and them being evicted. |
| **Name of officer completing assessment (signed and date)** | David Bailey |
| **Assessment verified by (signed and date)** | Dan Horn |

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| **If applicable, please provide further details about the name and description of policy being analysed**  *Briefly summarise the policy including any key information such as aims, context etc; note timescales and milestones for new policies; use plain language – NO JARGON; refer to other documents if required*  An Unauthorised Gypsy Traveller encampment is where Gypsy Travellers are stopping on land that they do not own and have no permission to be there. The owner of the land, whether a public body or a private individual/ organisation is responsible for taking action to remove the encampment.  Whilst most Gypsies and Travellers see travelling as part of their identity, not all do. So, they may choose to live different lifestyles, not only moving regularly around the country from place-to-place living a nomadic lifestyle in caravans and undertaking traditional work e.g. agricultural and land work. By living this lifestyle, it often results in creating unauthorised encampments, as they are not able to stop on local authority transit or permanent sites due to lack of supply.  Others give up a nomadic lifestyle and choose to then settle in an area on a Travellers site or house. This can be for a variety of reasons e.g. poor health, education needs or old age when travelling is impractical. But many then still choose to travel in the summer for short periods of time.  The Gypsy & Traveller Unauthorised Encampment protocol has been developed jointly between the Police, NHS and local authority partners in Cambridgeshire & Peterborough to address such encampments: it aims to   * Avoid duplication of work by partner agencies * Lays out a standardised approach to addressing unauthorised encampments in Cambridgeshire & Peterborough by providing a partnership delivery framework and good practice guidelines. * This framework sets out the circumstances to agree to either tolerate or evict any encampment, on a case-by- case situation, by following the agreed actions within the protocol or if needed a case meeting of the identified partners.   It aims to:   * Minimise the impacts of unauthorised encampments on local communities * Coordinate Inter-agency involvement * Sets out case conference agendas * Makes sure agencies comply with all due process and evidence gathering throughout the duration of the encampment * Advise on media issues * Advise on options if any to deter future encampments   The vision of the Protocol is “to ensure that nomadic Gypsy and Travellers and local settled communities enjoy equality of services and are part of a cohesive community – as practically possible – in which people from different backgrounds respect one another’s cultures and understand all the rights and responsibilities involved when an encampment arrives. Several practical actions have been identified to help us achieve this vision.  They are, to:   * Provide a consistent approach across the Council, and through partnerships to work with Gypsies and Travellers * Improve access to services and responsiveness of mainstream services and ensure that Gypsy Travellers rights and needs are integrated into our approach for working with those encamped * Seek to manage unauthorised camping in an efficient and effective way, having regard to the welfare requirements, rights and responsibilities of statutory authorities, Gypsy Travellers, the environment and the potential level of nuisance for local residents and the impact on the environment * Ensure that those encamped understand their responsibilities, as well as their rights, to other residents, the environment and any behavoiurs that could impact on others * Foster good community relationships, eliminate unlawful racial discrimination, promote equality of opportunity and positively promote mutual understanding, and seek to build mutual respect between Gypsies and Travellers * Work with partners, including health, police, voluntary agencies, and other local authorities to address issues on social exclusion amongst/ towards the Gypsy Traveller communities * Act in a balanced way taking everyone’s Human Rights into consideration before tolerating and encampment/ taking eviction action (if necessary). This entails ensuring that Gypsy Travellers know and understand what is required to enable the Council to “tolerate” an agreed stop over, and what would warrant this being terminated and them evicted   All contributing to the Protocol which provides a clear framework for the guidance of agencies, staff and elected members, Gypsy Travellers and the wider community. |

## Section 2: Gathering Evidence and Stakeholder Engagement

The best approach to find out if a policy, etc. is likely to impact positively or negatively on equality groups is to look at existing research, previous consultation recommendations, studies or consult with representatives of those groups. You should list below any data, consultations (previous relevant or future planned), or any relevant research or analysis that supports the Policy, Project, Service Reform or Budget Option being undertaken.

**Reminder** – protected characteristics include age, disability, race and/or ethnicity, religion or belief (including lack of belief), gender, gender reassignment, sexual orientation, marriage and civil partnership, pregnancy and maternity.

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| **Name any research, data, consultation or studies referred to for this assessment** | **State if this reference refers to one or more of the protected characteristics** | **Do you intend to set up your own consultation? If so, please list the main issues that you wish to address if the consultation is planned; or if consultation has been completed, please note the outcome(s) of consultation.** |
| Community feedback when undertaking research with the Gypsy Traveller community regarding accommodation needs assessments locally  Undertaken by independent consultants when undertaking community engagement with the Gypsy Traveller community regarding the Councils Gypsy Traveller Accommodation Needs Assessment | Race Relations | States the current and future Gypsy Traveller Accommodation needs in the district |
|  |  | There will be consultation undertaken on the DPD which will include a broad diverse cross-section of society as well as organisations representing minority groups |
|  |  | On going community and agency feedback when an unauthorised encampment is established |

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| **If applicable, please provide further Information about stakeholder engagement or detail used for customer analysis**  *Note relevant consultation; who took part and key findings; refer to, or attach other documents if needed; include dates where possible*  The Gypsy and Traveller communities are recognised as a Race/ Ethnicity under the Race Relations Act 1976, Equality Act 2010 and various pieces of case law. These protected characteristics underpin the protocol and its implementation in the Council complying with its Public Sector Equality Duty  The Protocol was subject to partnership consultation including One Voice4 Travellers, a national advocacy charity for the Gypsy Traveller community, and local/ regional representatives within the Gypsy Traveller community. We have also sought the views of professional partners and the wider community. Appropriate comments were incorporated into the Protocol as necessary, and helped better inform its development.  There is ongoing consultation with all when any unauthorised encampment is established. Any issues/ good practice lessons learnt will be used to amend or tweak the implementation of the protocol locally if there is a need/ beneficial to do so. |

## Section 3: Assessment and Differential Impacts

Use the table below to provide some narrative where you think the Policy, Project, Service Reform or Budget Optionhas either a positive impact (contributes to promoting equality or improving relations within an equality group) or a negative impact (could disadvantage them) and note the reason for the change in policy or the reason for policy development, based on the evidence you have collated.

Please note that:

* a Positive Impact could benefit an equality group, and a negative impact could disadvantage an equality group
* for reasons of brevity race is not an exhaustive list – please edit the list if appropriate to reflect the complexity of other racial identities
* a definition of disability under the Equality Act 2010 is available on the [gov.uk website](https://www.gov.uk/definition-of-disability-under-equality-act-2010)
* there are too many faith groups to provide a list, therefore, please input the faith group e.g., Muslims, Buddhists, Jews, Christians, Hindus, etc. Consider the different faith groups individually when considering positive or negative impacts

| **Protected Characteristic** | **Specific Characteristics** | **Positive Impact** | **Neutral** | **Negative Impact** | **Socio Economic/Human Rights Impacts** |
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| Sex or Gender | Women | Any person who is pregnant or has a health issue is put in touch with health services if they aren’t already |  |  | Any health issue that hasn’t been addressed due to constantly being evicted and unable to see the health services is referred for professional assistance |
|  | Men | Any person who has a health concern is put in touch with health services if they aren’t already for any new/ ongoing health issue |  |  | As above |
|  | Transgender | Any person who has a health concern is put in touch with health services if they aren’t already for any new/ ongoing health issue |  |  | As above |
| Race | White | Most Travelling communities can be identified as protected ethnic groups in accordance with the Race Relations Act 1976, Equality Act 2020, and subsequent case law.  We therefore are able to identify any issues or concerns that people may have so that we can either signpost people to services or assist directly |  |  | Nomadic lifestyle is an important way of life for some of the community.  The Council has 5 permanent sites and 1 transit site available to accommodate people.  The welfare check will determine if any individuals residing within the encampment has needs which can be supported by local services  If people can’t get accommodation on the transit site, then the decision to take legal action (or toleration) will be informed by any needs identified in the welfare check |
|  | Mixed or Multiple Ethnic Groups |  | **X** |  |  |
|  | Asian |  | **X** |  |  |
|  | African |  | **X** |  |  |
|  | Caribbean or Black |  | **X** |  |  |
|  | Other Ethnic Group |  | **X** |  |  |
| Disability | Physical disability | If an individual residing within an unauthorised encampment is disabled, they may need additional support in relocating from the site. |  |  | Additional support will be provided, where necessary and on a case-by-case basis, this will be identified in the welfare check |
|  | Sensory Impairment (e.g. sight, heading) | Referrals for professional help if requested are referred to the appropriate people |  |  | As above |
|  | Mental health |  | **X** |  |  |
|  | Learning disability |  | **X** |  |  |
| LGBT | Lesbians |  | **X** | No identified negative impacts |  |
|  | Gay Men |  | **X** | No identified negative impacts |  |
|  | Bisexual |  | **X** | No identified negative impacts |  |
| Age | Older people (60+) | The welfare check will determine if any individuals residing within the encampment has needs which can be supported by local services |  | No identified negative impacts | Referrals made to support agencies if people have any needs |
|  | Younger people (18-25) |  | **X** |  | Referrals made to support agencies if people have any needs |
|  | Children (0-16) | The welfare check will determine if any individuals residing within the encampment has needs which can be supported by local services e.g. education |  |  | The welfare check will determine if any individuals residing within the encampment has needs which can be supported by local services  Children can also be referred to the County Council’s Education team |
| Marriage and Civil Partnership | Women |  | **X** | No identified negative impacts |  |
|  | Men |  | **X** | No identified negative impacts |  |
|  | Lesbians |  | **X** | No identified negative impacts |  |
| Pregnancy and Maternity | Women | If there is a female on an unauthorised site who is pregnant then it could have a negative impact if the encampment is moved on and the women is unable to maintain a stable living situation and access healthcare services  Health and Welfare assessments ensure that this is taken into account on any decision to tolerate or evict |  |  | Anyone needing benefit assistance is signposted to people in the Rural CAB or third sector agency who can help them |
| Religion and belief |  | There is a Gypsy Traveller Evangelical Church (Light & Life Movement) in the district and people go to this several times a week | **X**  But support is available at a local Gypsy Traveller Church |  |  |

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| Summary of Protected Characteristics most impacted | In order to proactively meet the Councils Public Sector Equality Duties towards Gypsy Travellers e.g. their protected characteristic of race and ethnicity, the council will carry out welfare checks on any site. The welfare checks consider.   * The health, welfare and housing needs of any individual on site * The educational needs of any child on site * Whether any individuals on site are vulnerable or have a disability * What facilities are available to individuals occupying the encampment on the site (such as refuse, water and toilet facilities) * Whether there are any risks associated with the encampment such as traffic hazards, proximity to sensitive sites, environmental and/ or anti-social behaviour issues. |
| Summary of Socio-Economic impacts | Referrals are made to partner agencies who can address any health/ welfare/ educational/ benefit access, for anyone who requires this/ and are eligible |
| Summary of Human Rights impacts | All human rights issues are considered on an individual basis before considering what action is to be taken e.g. to either tolerate or evict the encampment |
| Summary Explanation of the scoring against the protected characteristics | By carrying out welfare checks the council can proactively ensure that Travellers have the same rights to access services as the rest of the community  This policy helps to protect equal rights in accessing public spaces, by enforcing against persons who abuse public spaces, or prevent the use and access to public spaces for others  This policy also helps to improve Community Safety as the welfare checks will assess any risks to, or from, the encampment in relation to anti-social behaviours |

## Section 4: Outcomes, Actions and Public Reporting

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| **Screening Outcome** | **Yes, No or not at this stage** |
| Was a significant level of negative impact arising from the project, policy or strategy identified? | No |
| Does the project, policy or strategy require to be amended to have a positive impact? | No |
| Does a Full Impact Assessment need to be undertaken? | Completed |

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| **If applicable, please state the overall outcome of the assessment, impacts and customer analysis** |

## Section 5: Monitoring outcomes, evaluation and review

The Equalities Impact Assessment (EQIA) screening is not an end in itself but the start of a continuous monitoring and review process. The relevant Service responsible for the delivery of the Policy, Project, Service Reform or Budget Option, is also responsible for monitoring and reviewing the EQIA Screening and any actions that may have been taken to mitigate impacts.

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| Arrangements for Monitoring | The Strategy will be reviewed annually or if there are any changes to legislation or good practice guidelines |
| Timing of the current review | December 2024 |
| Next scheduled review | December 2025 |

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| **If applicable, please provide details of the arrangements for future monitoring:**  *Note when analysis will be reviewed; include any equality indicators and performance against those indicators*  Feedback on any/ all future encampments within the district |

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| **If applicable, please provide details of any supporting data/ research linked to monitoring arrangements** (both FDC & Partners)**:**  Feedback from Gypsy Traveller Organisations, Police, NHS, Cambs County Council Traveller Education and Health team, FDC Officers and Members, local community. |

## Legislation

**Equality Act (2010) – the Equality Act 2010 (Specific Duties)**

The 2010 Act consolidated previous equalities legislation to protect people from discrimination on grounds of race, sex, being a transsexual person (transsexuality is where someone is changed, is changing or has proposed changing their sex – called ‘gender reassignment’ in law), sexual orientation (whether being lesbian, gay, bisexual or heterosexual), disability (or because of something connected with their disability), religion or belief, having just had a baby or being pregnant, being married or in a civil partnership and age.