

Equality Impact Assessment (EqIA)

Introduction

This EqIA is for:

Nottinghamshire County Council's
Policy Statement for the Gypsy Roma
and Traveller Community

Details are set out:

A report to Policy Committee on 28 March 2018

Officers undertaking the
assessment:

Vicky Cropley, Community Safety Manager
Tony Shardlow, Community Safety Officer

The Public Sector Equality Duty which is set out in the Equality Act 2010 requires public authorities to have due regard to the need to: Eliminate unlawful discrimination, harassment and victimisation; Advance equality of opportunity between people who share a protected characteristic and those who do not; Foster good relations between people who share a protected characteristic and those who do not.

The purpose of carrying out an Equality Impact Assessment is to assess the impact of a change to services or policy on people with protected characteristics and to demonstrate that the Council has considered the aims of the Equality Duty.

Part A: Impact, consultation and proposed mitigation

1 What are the potential impacts of the proposal? *Has any initial consultation informed the identification of impacts?*

The purpose of the statement is to clarify the position of Nottinghamshire County Council in regard to working with the Gypsy, Roma and Traveller community in Nottinghamshire. To set out actions to ensure that the needs of this community are addressed as evidenced in the Council Plan 2017-2021.

The potential impact is on Nottinghamshire County Council employees and partner agencies who have a role to play in working with this community.

The Gypsy, Roma Traveller community face "multiple disadvantages" In 2015 the Equalities and Human Rights Commission highlighted that these included:-

- Lower educational attainment
- Lower life expectancy
- Poor levels of child immunisation
- Greater prevalence of anxiety and depression
- Poor unemployment
- High levels of hate crime and racism
- High levels of domestic violence

The statement provides a framework for the County Council to structure its role in responding to these issues and developing a better relationship with this community. It will have a potentially positive

benefit for any employee or worker delivering services on behalf of the County Council to this community. It will also have a positive impact on relations with and services to this community.

Currently there are no County Council owned/managed authorised encampment sites within the County to which an unauthorised encampment could be directed. All available sites are either owned/managed by District/Borough Councils or private individuals. The statement provides opportunity for the County Council to contribute with partners to a more consistent and co-ordinated approach to the provision of sites.

2 Protected Characteristics: Is there a potential positive or negative impact based on:

Age	<input type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input checked="" type="checkbox"/> Neutral Impact
Disability	<input type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input checked="" type="checkbox"/> Neutral Impact
Gender reassignment	<input type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input checked="" type="checkbox"/> Neutral Impact
Pregnancy & maternity	<input type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input checked="" type="checkbox"/> Neutral Impact
Race <small>Including ethnic origin, colour or nationality</small>	<input checked="" type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input type="checkbox"/> Neutral Impact
Religion or belief	<input type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input checked="" type="checkbox"/> Neutral Impact
Gender	<input type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input checked="" type="checkbox"/> Neutral Impact
Sexual orientation <small>including gay, lesbian or bisexual</small>	<input type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input checked="" type="checkbox"/> Neutral Impact

3 Where there are potential negative impacts for protected characteristics these should be detailed including consideration of the equality duty, proposals for how they could be mitigated (where possible) and meaningfully consulted on:

How do the potential impacts affect people with protected characteristics <i>What is the scale of the impact?</i>	How might negative impact be mitigated or explain why it is not possible	How will we consult
No negative impacts identified from the publication of the statement.		

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Part B: Feedback and further mitigation

4 Summary of consultation feedback and further amendments to proposal / mitigation

Engagement and feedback from the Gypsy, Roma and Traveller community is traditionally very low. This statement and associated work will provide opportunity to hear the voice of lived experience across Gypsy Roma and Traveller communities to shape service responses.

Consultation on the statement has been undertaken with those officers in the County Council whose service area currently specifically impacts on the Gypsy Roma and Traveller community.

Assessment approved by:

Mark Walker Group Manager Trading Standards and Community Safety

Date: 28 February 2018

Completed EqIAs should be sent to equalities@nottsc.gov.uk and will be published on the Council's website.