

FULL EQUALITY IMPACT ASSESSMENT

1) ASSESSMENT AUTHORS

Elliw Llŷr

2) PARTNERS

Who are your partners when starting or changing this policy / plan / practice? They will need to be included when undertaking this assessment.

Education Dept
Joint Planning Policy Unit Housing Services (Operational and Strategic)
Cabinet members for Housing and Planning
Ynys Mon Housing Services Officers
North Wales Housing
Members of the Gypsy and Traveller community

3) DATE ASSESSMENT BEGUN

December 2015

4) DATE ASSESSMENT COMPLETED

January 2016

5) AIMS AND OBJECTIVES OF THE POLICY / PLAN / PRACTICE

Note why the policy / plan / practice is necessary. Note what the Authority hopes to achieve.

Identify the accommodation needs of gypsies and travellers to ensure that we respond to WG requirements by conducting a review and identify options for addressing the need that has been identified in the study
That a action plan is formulated and that the Strategic Group oversee the work following publication of the report

6) PARTICIPATION AND CONSULTATION

Have you consulted regarding the change in policy / plan / practice? What was the result? Remember it is a statutory requirement to consult with the people who will be affected.

North Wales Housing have been commissioned to encourage Gypsy and Travellers to complete the questionnaire independently of the Council
Direct contact via letter, telephone or personal visit to explain the purpose of the exercise
WG have created a video and information leaflet as well as a dedicated phone number
Advert placed in 'Travellers Times'

7) EVIDENCE AVAILABLE

The evidence can be based on local, regional or national evidence, e.g. the service's data or regional equality statistics or a national report.

Wide use of empirical data, as well as primary sources such as Census 2011, WG and findings from the 2013 Gypsy and Travellers Needs Assessment (Bangor University)

8) GAPS IN EVIDENCE

Note any gaps in evidence and explain how you intend to fill them.

Specific period to respond to the consultation and it is inevitable that not each person wanted to take part
Every effort made to contact and record contact with residents in bricks and mortar and caravans

9) RELEVANCE AND EFFECT

The relevance of the policy / plan / practice to the general equality duty and to each one of the equality groups (protected characteristics) must be shown. The real or likely effect must be clearly noted. It is possible that not every characteristic will be relevant or be affected.

9a)

Equality Act General Duty	Relevance	The real or likely effect
Removing illegal discrimination, harassment and victimisation	Positive	Recommendation that a temporary stopping site is identified so that Gypsies and Travellers are able to stay short terms with facilities arranged
Promoting equal opportunities	Positive	Ensure that the need for permanent and temporary sites for Gypsy and Travellers are addressed
Foster good relations	Positive	Recognition that the Group of Gypsy and Travellers who wish to remain on a short term basis are not placed together with permanent site residents. This can lead to tensions between the needs of two different groups of Gypsy and Travellers.

9b)

Characteristics	Relevance	The real or likely effect
Race	Positive	Responding to the long term needs within the County which will facilitate the way of life for Gypsy and Travellers
Disability	Positive	Survey looks at the specific needs of Gypsy and Travellers during the next 5 years with the expectation that the Council will respond to the findings
Sex	none	The assessment does not identify any issues which could have a negative impact
Gender reassignment	none	The assessment does not identify any issues which could have a negative impact
Sexual orientation	none	The assessment does not identify any issues which could have a negative impact
Religion or belief	none	The assessment does not identify any issues which could have a negative impact
The Welsh language	none	The assessment does not identify any issues which could have a negative impact
Age	Positive	Survey looks at the specific needs of Gypsy and Travellers during the next 5 years with the expectation that the Council will respond to the findings
Pregnancy and maternity	Positive	Survey looks at the specific needs of Gypsy and Travellers during the next 5 years with the expectation that the Council will respond to the findings
Marriage and Civil Partnership	Positive	Survey looks at the specific needs of Gypsy and Travellers during the next 5 years with the expectation that the Council will respond to the findings

10) ADDRESSING THE EFFECTS

a)	Note any possible effects from an equality perspective Study looks at the needs of a specific Group within our community with recommendations to improve the provision
b)	What steps can be taken to lessen or improve these effects?
c)	Is it necessary to reconsider the proposal? no

11) ARRANGEMENTS FOR MONITORING AND REVIEWING

What steps will you take to review the policy / plan / practice once it has been adopted? Although the above assessment recognised the possible effect, it must be remembered that the full effect will not be seen until the policy is implemented

It is expected that a an action plan is formulated ac well as carrying out a survey every 5 years

12) DECISION

Present to Cabinet for approval 19.1.16