

**Equality Impact Assessment
Initial Assessment Form**

Environmental Health

Service Area.....

1. What is the name of the proposed policy, procedure, project etc to be assessed.

Gypsy and travellers policy

2. What are the aims or intended outcomes of the policy to be assessed.

Ensure a fair and consistent approach to dealing with gypsies and travellers.
Ensure HBC are acting in accordance with national guidance and legislation.
Ensure HBC are part of any regional grouping to develop a County wide approach to dealing with this section of the community.

3. Is there any potential public or staff concern that this function, policy or proposal may have a discriminatory impact

PUBLIC

Yes – Race
Public concern about gypsies and travellers being treated with positive discrimination has been expressed through members.

STAFF

No – following EIA, the authority should make sure all staff have suitable experience and training to ensure that they provide a fair service to travellers that respects their diversity. This will be done via external training courses, partner working with LCC, and officer mentoring and peer review.

4. Is there any other evidence (results of consultations, monitoring data etc) to suggest that the proposals could have an adverse/differential impact on the grounds of

a. Race

The policy is designed to deal with and help out with, any problems that may relate to gypsies and travellers being a minority group.

b. Religion

Gypsies and travellers have their own traditions and religious patterns which the policy highlights and attempts to inform and educate users of the policy.

c. Gender

No evidence

d. Disability

Dealt with as per the settled community.

e. Sexual Orientation

No evidence.

f. Age

No evidence

5. If there is no evidence are there any experts/ relevant groups who you can approach to explore their views on the issues

Within the policy a County wide group of differing expertise, including a member of the minority group, has met to discuss and advise on relevant issues. The policy document includes the results of consultation and communication with the gypsy community.

6. How will the views of these groups be obtained

Communication with the gypsy/traveller community is extremely difficult but has been achieved through County Council user groups, education officers, and a panel set up in partnership with Salford University. Networking groups exist within the Lancashire sub-region which HBC have been an integral part of.

7. Please detail the outcomes of these consultations

Resulted in a draft strategy to be adopted by Lancashire County Council and all District Council's.
Still at the stage of LCC's policy unit developing a County wide document for adoption and consultation will be undertaken on a county wide basis.
The policy will require EIA by LCC as the author of the document.

8. What are the risks (if any) associated with the policy in relation to the adverse/differential impact on the ETG's

Risks are very low due to HBC having been instrumental in developing the policy over previous years, and the head of service and environmental health staff being aware of the issues facing gypsies and travellers.

9. Considering the evidence above how relevant is this proposal to the equality Target Groups. Please provide a rationale for your conclusions

	High	Medium	Low
Disability			X
<i>This is based on the gypsy and traveller community having access to the same assistance offered to the settled community.</i>			
Race	X		
<i>Hyndburn has a varied mix of racial backgrounds. This is high because G&T are a new addition to the minority groupings and the community may not see this group as such and subject them to unreasonable behaviour..</i>			
Gender			X
<i>This has not posed a significant issue.</i>			
Sexual Orientation			X
<i>This has not posed a significant issue.</i>			
Age			X
<i>This does not pose a significant issue</i>			
Religion or Belief			X
<i>This does not pose a significant issue.</i>			

10. If in your judgment the proposed service/policy etc does have an adverse impact? Can that impact be justified?

This policy is still un-adopted and sits with LCC for their implantation. Until that time it cannot be judged to be having an impact.

11. What steps will you take to address any unjustified impact

N/A

12. Are there any additional resource implications for the steps that need to be taken, both in terms of time and finances

At the current time, no.

13. How will you monitor the effect of this function, policy etc on the equality target groups

We currently work closely with the ETG through liaison with our own gypsy warden, private gypsy site owners, other associated partner groups and the shared experience/knowledge of current environmental health staff. If the policy is adopted this will only strengthen our position.

14. Does this policy need to be fully impact assessed? Please give reasons

I do not believe it is necessary at this time as the policy is an LCC document which HBC will be a part of, and not the lead organisation.

Name Tony Akrigg
Signed

Service
Dated

Environmental Health
19th January 2009

Service Manager Signature

Approved by Corporate Equalities Planning and Scrutiny Group

Signed

Date