

# Equality Analysis (EIA) Form

## A) Description

### Name of service, function, policy (or other) being assessed

Traveller Sites Development Plan Document (DPD)

### Directorate or organisation responsible (and service, if it is a policy)

Economy and Place

### Date of assessment

July 2019

### Names and job titles of people carrying out the assessment

Angela Newey, Senior Planning Officer, Strategic Planning

### Accountable person

Kevin Singleton Strategic Planning Manager

### What are the aims or main purpose of the service, function or policy? What does it provide and how does it provide it?

#### Introduction

- The Council is aiming to ensure fair and equitable treatment in finding accommodation for Travellers, which includes Gypsies, Travellers and Travelling Showpeople, in a way that facilitates their traditional and nomadic way of life whilst respecting the interests of the settled community.
- The main aim of the Travellers Sites DPD is to enable the provision of sites to meet the assessed needs of the Gypsy and Traveller Community. The Travellers' Sites DPD also includes policies relating requirements for site design and facilities and environmental and amenity protection.
- Travellers can be at greater risk of lower quality of life outcomes and it is hoped that through enabling the provision of sites that this will help to reduce such inequalities. With greater site availability there should be a reduction in unauthorised encampments and associated issues in accessing education and health care.

#### • Context

- Local Authorities are currently required by The Housing Act 2004 to assess the accommodation needs of the Gypsy and Traveller community. A Herefordshire Gypsy and Traveller and Travelling Show Person Accommodation Assessment has been carried out and can be found at:
- The Planning Policy for Traveller Sites in August 2015 sets out the Government's Planning Policy for Traveller sites including the definition of travellers for planning purposes.

- The Herefordshire Local Plan Core Strategy (2011 – 2031) sets out the strategic planning framework for the County. It balances environmental issues with economic and social needs and ensures that development will be sustainable. Policy H4, Traveller Sites, of the Herefordshire Core Strategy sets out the context for the provision of traveller sites in Herefordshire.
- The preparation of the traveller sites DPD has included four stages of public consultation with targeted efforts to include the travelling community.

**Intended Outcome**

- Once adopted the Travellers' Sites DPD will allocate land for Traveller Sites which can then be the subject of planning applications for development as authorised Gypsy and Traveller sites.
- Planning permission can also be sought on sites that are not included in the DPD and any such applications will be assessed against a number of criteria including those in core strategy policy H4 and relevant policies in the Travellers' Sites DPD.

**Location or any other relevant information**

Further information about work on the Travellers Sites Documents can be found at:  
<https://www.herefordshire.gov.uk/planning-and-building-control/planning-policy/travellers-sites-document>

**List any key policies or procedures to be reviewed as part of this assessment.**

None.

**Who is intended to benefit from the service, function or policy?**

- Romany gypsies and Irish Travellers are recognised by the courts as being distinct ethnic groups and are protected from discrimination by the equality act 2010. There is a statutory duty on public bodies to have due regard to the need to eliminate discrimination, advance equality of opportunity and foster good relations in the course of developing policies and delivering services.
- In addition other travellers including travelling showpeople make up the wider travelling community will also benefit from the Travellers' Site Document by the allocation of authorised places to live.
- The sites document will also make provision for authorised serviced temporary stopping places. This will help to address the unauthorised encampments on both private and public premises as well as providing better quality stopping places and providing greater certainty for both the travelling and settled community.
- By covering issues such as quality of build, design and layout better outcomes for those living on the pitches will be achieved.

**Who are the stakeholders? What is their interest?**

- The stakeholders include the travelling community as the Travellers Sites DPD will be focused on their particular requirements in relation to land use planning. We have engaged with the travelling community through site visits and drop in sessions. We have worked closely with the Council's traveller sites and social inclusion teams. We have also provided information via traveller press and social media.
- As with all such documents involving development, the wider Herefordshire Community either as individuals or represented by parish councils for example, will also have an interest in the proposals.
- Other stakeholders include a number of government agencies such as Highways England, Environment Agency and Natural England as well as other organisations with specialist interests such as water companies, housing associations and environmental organisations.

## B) Partnerships and Procurement

If you contract out services or work in partnership with other organisations, Herefordshire Council remains responsible for ensuring that the quality of provision/delivery meets the requirements of the Equality Act 2010, i.e.

- Eliminates unlawful discrimination, harassment and victimisation
- Advances equality of opportunity between different groups
- Fosters good relations between different groups

What information do you give to the partner/contractor in order to ensure that they meet the requirements of the Act? What information do you monitor from the partner/contractor in order to ensure that they meet the requirements of the Act?

N/a

**Are there any concerns at this stage that indicate the possibility of inequalities/negative impacts? For example: complaints, comments, research, and outcomes of a scrutiny review. Please describe:**

None

## C) Information

**What information (monitoring or consultation data) have you got and what is it telling you?**

- The Travellers' Sites document is informed by the Gypsy and Traveller Accommodation Assessment which was prepared by independent consultants, Arc 4. This assessment tells us how many pitches and what type of accommodation the Travellers' Sites Document should make provision for.
- The assessment forms part of the evidence base for the DPD and was therefore subject to examination by the government inspector along with the other parts of the plan. Therefore there was opportunity for any stakeholders that disagree with the findings of the assessment to have their concerns considered by the inspector and the inspector did recommend adjustments to the assessment following the first public hearing session.
- We also have information about planning permissions granted for traveller sites and this information is reported in the annual authority monitoring report.

## D) Assessment/Analysis

**Describe your key findings (eg. negative, positive or neutral impacts - actual or potential). Also your assessment of risk.**

Strand/community	Impact
Gender, Pregnancy and Maternity	Positive: Permanent and temporary authorised sites in locations accessible to services is likely to be particularly beneficial for pregnant women by providing greater opportunity to access maternity services.

Transgender and Sexual orientation	Neutral: There is no evidence to indicate that the Travellers Sites Document will have a positive or negative impact on this protected characteristic.
Disability	Positive: Pitches, parking spaces and amenities (such as day blocks) will be required to meet the requirements of the Equality Act 2010.
Race	Positive: The Travellers Sites Document has potential to foster good relations between the travelling community including Romany gypsies and Irish Travellers, and the settled community by providing authorised pitches. It also aims to improve life chances of the travelling community through enabling the provision of pitches.
Age	Positive: By providing good quality facilities on suitable sites there will be a positive effect for people of all ages e.g. access arrangements of buildings and the provision of play areas for children. There will also be better opportunities for children to attend school.
Religion	Neutral: There is no evidence to indicate that the Travellers Sites Document will have a positive or negative impact on this protected characteristic
Socio-Economically Disadvantaged.	Positive: Allocation of sites will have a positive effect on the socio economically disadvantaged by allocating sites that are accessible to a range of services and facilities and will improve equitable opportunity in this regard. There will also be a greater opportunity to access employment opportunities from an authorised site.

## E) Consultation

**Did you carry out any consultation?**

Yes  No

**Who was consulted?**

- The list of consultees for the DPD included a broad and diverse cross-section of society as well as organisations representing minority groups.
- They were notified at all consultation stages.
- All documentation was made publicly available on the Herefordshire Council website and in Herefordshire Libraries and Customer Service Centres.
- The Council's Travellers Service and Social Inclusion team assisted in seeking the views of travellers, encourage engagement and raising awareness of the emerging travellers plan.

**Describe other research, studies or information used to assist with the assessment and your key findings.**

The main area of research was through the Gypsy and Traveller Accommodation Assessment which included interviews with Travellers in the county and was updated throughout the process.

**Do you use diversity monitoring categories?** Yes  No

*(if No you should use this as an action as we are required by law to monitor diversity categories)*

**If yes, which categories?**

- Age
- Disability
- Gender Reassignment
- Marriage & Civil Partnership
- Pregnancy & Maternity
- Race
- Religion & Belief
- Sex
- Sexual Orientation

**What do you do with the diversity monitoring data you gather? Is this information published? And if so, where?**

We will use the information to help inform us how we can achieve better engagement with the target groups.

**F) Conclusions**

	<b>Action/objective/target OR justification</b>	<b>Resources required</b>	<b>Timescale</b>	<b>I/R/S/J</b>
a)	The DPD has been through an extensive preparation process that has included different stages of consultation. It is now recommend for adoption by the Council. This will support the provision of more pitches in the county for the travelling community.	None at this stage	Adoption October 2019	R
b)				
c)				
d)				

**(I)** Taking immediate effect.

**(R)** Recommended to Council/Directors through a Committee or other Report\*.

**(S)** Added to the Service Plan.

**(J)** To be brought to the attention of the Equality Manager.

\*Summarise your findings in the report. Make the full assessment available for further information.

NB: Make sure your final document is suitable for publishing in the public domain.