

Equality Impact Assessment (EIA) Template – Part 1

Policy title and purpose (brief outline):	Enabling Gypsies, Roma and Travellers
Name of official:	Amanda Cartwright
Department:	Equality Team
Date:	June 2018
Signature:	

1. Please provide a brief description of the policy/decision.

For example what is the overall objective of the policy/decision, what are the stated aims (including who the intended beneficiaries are), a broad description of how this will be achieved, what the measure of success will be, and the time frame for achieving this?

Enabling Gypsies, Roma and Travellers, replaces the existing Travelling to a Better Future Framework for Action and Delivery Plan which was published in 2011.

In conjunction with colleagues across Welsh Government, the actions within the Plan have been derived to address known and continuing issues experienced by the Gypsy, Roma and Traveller communities across Wales.

In accordance with their respective actions, colleagues across Welsh Government will work with relevant stakeholders, partners and the community as specified, to progress, develop and achieve their commitments as outlined in the actions within the Plan. This will help to tackle the inequalities and poverty experienced by Communities, to ensure equality of opportunity and to support them to more easily and readily access resources and mainstream services.

2. We have a legal duty to engage with people with protected characteristics under the Equality Act 2010 (please refer to Annex A of the EIA guidance) identified as being relevant to the policy. What steps have you taken to engage with stakeholders, both internally and externally?

This Plan replaces the existing TTABF Framework for Action and Delivery Plan (2011). It will act as the main vehicle for Welsh Government to work in partnership with stakeholders to adopt a co-ordinated approach to developing and improving access to help, advice and services for the Gypsy Roma and Traveller ('GRT') Community across Wales.

The actions were developed via the setting up of a Cross Government Group and numerous subsequent individual meetings with policy colleagues to agree and finalise actions as relevant.

The consultation was available online and a series of direct consultation work shops were undertaken with key stakeholders including Local Authority and Third Sector representatives. The consultation summary can be found here:

<https://beta.gov.wales/enabling-gypsies-roma-and-travellers>

Separate direct consultation events were conducted with the GRT Community in conjunction with the Travelling Ahead Project. A number of visits to various sites across Wales were undertaken to generate feedback on proposals.

3. Your decisions must be based on robust evidence. What evidence base have you used? Please list the source of this evidence e.g. National Survey for Wales. Do you consider the evidence to be strong, satisfactory or weak and are there any gaps in evidence?

The existing TTABF Gypsy and Traveller Framework for Action and Delivery Plan led to significant improvements for the Gypsy and Traveller Community since its inception in 2011. For example 60 residential pitches have been funded by Welsh Government since 2014, following a 17 year period where no new pitches were developed on Local Authority sites.

However, the Framework was limited in scope and did not include the areas of employment, tackling poverty, early years, social care, engagement with Gypsies and Travellers (other than young people); nor did it incorporate the needs of migrant Roma. At the time of publication, issues relating to migrant Roma were to be discussed at the now defunct Migrants Forum. Following a call for proposals relating to migrant Roma in early 2016, it was decided that these issues should be considered.

The new Plan also includes some additional new commitments in the areas of accommodation, education, health and participation.

The Office for National Statistics analysis of Census 2011 data relating to Gypsies and Travellers provides some very useful, though limited, data regarding inequalities experienced by these communities which has informed the development of the new proposals.

<https://www.ons.gov.uk/peoplepopulationandcommunity/culturalidentity/ethnicity/articles/whatdoesthe2011censustellusaboutthecharacteristicsofgypsyoririshtravellersinenglandandwales/2014-01-21>

This data has been supplemented by education attendance and attainment data collected by Welsh local authorities and available through Stats Wales.

Other actions in the draft document have emerged from research and reports, including:

- College of Policing: Hate Crime Operational Guidance
- Gypsy and Traveller Accommodation Assessments across Wales
- Travellers' Times: Fuel Poverty on Gypsy and Traveller sites
- Inclusion Health Board/Traveller Movement: Impact of Insecure accommodation and the living environment on Gypsies' and Travellers' health
- Romani Cultural and Arts Company: Stories of Health and Wellness
- Friends, Families & Travellers: A guide for professionals working with Gypsies, Roma and Travellers in Children's Services
- HM Inspectorate of Prisons: Children in Custody
- National Assembly for Wales Children, Young People and Education Committee Inquiry recommendations into the Education Improvement Grant.

Other actions in the document are derived from Welsh Government guidance documents and other forums including:

- Designing Gypsy and Traveller Sites
- Managing Gypsy and Traveller Sites
- Managing Unauthorised Camping
- Undertaking Gypsy and Traveller Accommodation Assessments
- Travelling to Better Health
- All Wales Gypsy and Traveller Accommodation Forum
- ADEW Inclusion Gypsy and Traveller education Forum
- Travelling Ahead National and Regional Youth Forums

The consultation process helped to improve and/or enhance the proposals and highlight any further gaps or inconsistencies that were identified during the process to ensure far reaching and effective delivery.

It is important to note any opportunities you have identified that could advance or promote equality.

Impact

Please complete the next section to show how this policy / decision / practice could have an impact (positive or negative) on the protected groups under the Equality Act 2010 (refer to the EIA guidance document for more information).

Lack of evidence is not a reason for *not* progressing to carrying out an EIA. Please highlight any gaps in evidence that you have identified and explain how/if you intend to fill these gaps.

4.1 Do you think this policy / decision / practice will have a positive or negative impact on people because of their age?

Age	Positive	Negative	None / Negligible	Reasons for your decision (including evidence) / How might it impact?
Younger people <i>(Children and young people, up to 18)</i>	X			The proposals include various actions which will positively impact upon young people. In particular, (but amongst others), narrowing the gap in educational outcomes for young Gypsy Roma and Travellers through a range of identified proposals. For example, improving uptake rates of the foundation phase early education entitlement by GRT families. Also improving the

				confidence of GRT pupils/parents to self ascribe their ethnicity at school to ensure performance can be better understood and learning supported.
People 18-50	X			All proposals will contribute to the overarching aim of continuing to support and help the GRT Community by addressing equality of opportunity and mainstreaming their needs and requirements.
Older people (50+)	X			Improved site conditions, additional sites, better understanding of health issues and increased knowledge of rights are some of the ways these proposals will support older people.

4.2 Because they are disabled?

Impairment	Positive	Negative	None / Negligible	Reason for your decision (including evidence) / How might it impact?
Visual impairment			X	No impact identified, though health impact assessments may improve

				diagnosis and support.
Hearing impairment			X	No impact identified, though health impact assessments may improve diagnosis and support.
Physically disabled	X			Improved site conditions should help to make sites more accessible.
Learning disability			X	No impact identified, though health impact assessments may improve diagnosis and support.
Mental health problem			X	No impact identified, though health impact assessments may improve diagnosis and support.
Other impairments issues			X	No impact identified.

4.3 Because of their gender (man or woman)?

Gender	Positive	Negative	None / Negligible	Reason for your decision (including evidence)/ How might it impact?
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Male			X	<p>While the proposals do not focus specifically on gender they are intended to have a positive impact on both genders equally.</p> <p>For example, Improving the standard of existing Local Authority sites will have a positive impact on both genders by ensuring a good standard/well designed site and culturally appropriate accommodation is provided for everyone. Another example includes the benefit to both genders (parents and pupils) of narrowing the gap in education outcomes by ensuring GRT communities have their culture reflected in the school environment.</p>
Female			X	As above.

4.4 Because they are transgender?

Transgender	Positive	Negative	None / Negligible	Reason for your decision (including evidence) / How might it impact?
			X	While the proposals do not specifically focus on

				<p>a transgender initiative, it is anticipated that the policy proposals will have a positive impact on all individuals within the GTR community.</p> <p>For example, narrowing the gap in health outcomes for the GTR community by working with Health Boards and Public Health Wales to ensure a range of health promotion materials is available to the Community to improve their awareness and ultimately their overall health and well being.</p>
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4.5 Because of their marriage or civil partnership?

Marriage and Civil Partnership	Positive	Negative	None / Negligible	Reason for your decision (including evidence)/ How might it impact?
Marriage			X	The proposals do not address partnership status and it is anticipated that the policy will have a negligible impact.

Civil Partnership			X	As above.
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4.6 Because of their pregnancy or maternity?

Pregnancy and Maternity	Positive	Negative	None / Negligible	Reason for your decision (including evidence) / How might it impact?
Pregnancy	X			Narrowing the gap in relation to health outcomes (as outlined at 4.4) for example, will have a positive impact on all members of the community through better assessment of health needs. The provision of additional sites, particularly transit sites, will also help to ensure pregnant women are not evicted from encampments at an important stage of their pregnancy.
Maternity (the period after birth)	X			As above in relation to maternity.

4.7 Because of their race?

Race	Positive	Negative	None / Negligible	Reason for your decision (including evidence) / How
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				might it impact?
Ethnic minority people e.g. Asian, Black,	X			<p>The proposals will have a positive impact as Gypsies Roma and Travellers are recognised ethnic groups under the Equality Act 2010.</p> <p>The Plan aims to improve the social inclusion of GRTs, through reducing social tension and barriers to participate in services. For example, the Travelling Ahead service will develop activities and communication between GRT communities and the wider community.</p>
National Origin (e.g. Welsh, English)	X			Many Gypsies Roma and Travellers are of national origin and may be positively impacted by these proposals.
Asylum Seeker and Refugees			X	No identified impact.
Gypsies and Travellers	X			The proposals will positively impact on the Gypsy Roma and Traveller Community as the policy aim is to address inequalities and poverty, ensure equality of opportunity and to enable the

				community to access resources and mainstream services.
Migrants	X			Migrant Roma will directly benefit from most of the actions in this plan.
Others	X			Non-Gypsies and Travellers should receive a positive impact through this plan, as a result of better community cohesion, fewer unauthorised encampments and a more equal society.

4.8 Because of their religion and belief or non-belief?

Religion and belief or non – belief	Positive	Negative	None / Negligible	Reason for your decision (including evidence)/ How might it impact?
Different religious groups including Muslims, Jews, Christians, Sikhs, Buddhists, Hindus, Others (please specify)			X	No impact identified.
Belief e.g. Humanists			X	No impact identified

Non-belief			X	No impact identified
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4.9 Because of their sexual orientation?

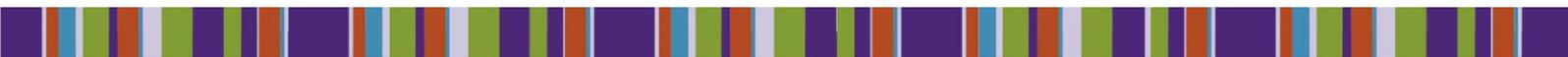
Sexual Orientation	Positive	Negative	None / Negligible	Reason for your decision (including evidence)/ How might it impact?
Gay men			X	The policy proposals do not specifically focus on sexual orientation and will have a positive impact on all members of the GRT community regardless of sexual orientation.
Lesbians			X	As above.
Bi-sexual			X	As above.

4.10 Do you think that this policy will have a positive or negative impact on people's human rights? *Please refer to point 1.4 of the EIA Annex A - Guidance for further information about Human Rights.*

Human Rights	Positive	Negative	None / Negligible	Reason for your decision (including evidence) / How might it impact?
Human Rights including Human Rights Act and UN Conventions	X			The proposals support in particular the realisation of Article 8 of the European Convention on

				<p>Human Rights /Human Rights Act, as Gypsies Roma and Travellers will be able aided to improve and enhance their private and family lives through equality of opportunity brought about by the proposals.</p> <p>A respect for fundamental human rights as well as equality is built into all Welsh Government work and the new proposals.</p> <p>The policy also supports Article 8, 27 and 30 of the United Nations Convention on the Rights of the Child as it allows young Gypsies Roma and Travellers to enjoy their culture and achieve a decent standard of living and the ability to develop fully.</p>
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If you have identified any impacts (other than negligible ones), positive or negative, on any group with protected characteristics, please complete Part 2.



Only if there are no or negligible positive or negative impacts should you go straight to part 2 and sign off the EIA.

Equality Impact Assessment – Part 2

1. Building on the evidence you gathered and considered in Part 1, please consider the following:

1.1 How could, or does, the policy help advance / promote equality of opportunity?

For example, positive measures designed to address disadvantage and reach different communities or protected groups?

If implemented, the Plan should make considerable progress towards advancing equality of opportunity for Gypsies, Roma and Travellers as they support them to access the help, guidance and services which they are entitled to.

It demonstrates clear links between each of the commitments with the Welsh Government's National Strategy Prosperity for All and the Strategic Equality Plan.

In particular, the provision of quality advice and advocacy support for Gypsy, Roma and Traveller communities and the creation of sufficient culturally-appropriate sites will support equal opportunities for these communities.

1.2 How could / does the policy / decision help to eliminate unlawful discrimination, harassment or victimisation?

The actions should help to eliminate unlawful discrimination, harassment and victimisation by encouraging both cross Government Departments and external stakeholders to contribute to and monitor specific related actions. Furthermore, through the actions and working closely with GRT, the Community will learn to recognise and grow in confidence to utilise what is available to them in order to better integrate into society and to ultimately alleviate negative relationships between themselves and the settled Community.

1.3 How could/does the policy impact on advancing / promoting good relations and wider community cohesion?

The actions will help the Community to recognise what is available to them which will ultimately help them to lead better lives and adopt a better standard of living.

Factors such as having more confidence in knowing what is available and how to access services will encourage community members to take ownership of their own and their families' lives so that they are able to better integrate into society. This will inevitably have a positive effect on community cohesion which in turn positively impacts upon the longer term benefit of developing strong future relations and realising equality of opportunity.

2. Strengthening the policy

2.1 If the policy is likely to have a negative effect ('adverse impact') on any of the protected groups or good relations, what are the reasons for this?

What practical changes/actions could help reduce or remove any negative impacts identified in Part 1?

There are no negative impacts identified in part 1.

2.2 If no action is to be taken to remove or mitigate negative / adverse impact, please justify why.

(Please remember that if you have identified unlawful discrimination (immediate or potential) as a result of the policy, the policy must be changed or revised.)

Not applicable.

3. Monitoring, evaluating and reviewing

How will you monitor the impact and effectiveness of the policy?

List details of any follow-up work that will be undertaken in relation to the policy (e.g. consultations, specific monitoring etc).

Enabling Gypsies, Roma and Travellers has been updated/revised following the consultation period to take account of feedback received during consultation and engagement. Once the final proposals are published, it will be subject to monitoring and Ministerial reporting.

Officials will continue to monitor any equality impacts that arise as a result of the publication of the proposals.

The results of all impact assessments where the impact is significant will be published on the Welsh Government's website.

4. Declaration

***Please delete as appropriate:**

The policy *does / does not have a significant impact upon equality issues

Official completing the EIA

Name:

Amanda Cartwright

Department:

Equality Team, Equality & Prosperity Division

Date:

June 2018

Signature:

Head of Division (Sign-off)

Name:

Maureen Howell

Job title and department:

Deputy Director, Equality & Prosperity Division, Communities and Tackling Poverty.

Date:

June 2018

Signature:

Review Date:

