

Equality Impact Assessment

Title of Proposal:	Managing Unauthorised Encampments Of Gypsy/Travellers Policy and Procedure
Service Area: Department:	Community Safety Team - Social Work
Description:	<p>This Policy and Procedure is intended to guide staff on the requirements as set out in Scottish Government guidance when an unauthorised encampment establishes in the Scottish Borders. Specifically the liaison between the local authority, landowner (if applicable) and Gypsy/Traveller community.</p> <p>This is Scottish Borders Council's first Policy and Procedure of this type and reflects the recent guidance issued by the Scottish Government and builds on existing good practice.</p> <p>The Procedure will provide an audit trail of the decision making process, for example: completing an initial site assessment and an eviction rationale record. This will not only allow for responsibility and rationale for the various parts of the process to be seen but will also make it easy to identify and disseminate good practice.</p>

Duty	Yes/No
Elimination of discrimination (both direct & indirect), victimisation and harassment	Helping those involved in unauthorised encampments to understand the law will hopefully help any situation where the process has to be used. The procedure sets out a framework to effectively manage issues relating to unauthorised encampments. It is designed to engage all other agencies at an early stage including representatives of the travelling community to properly assess and manage the impact of any eviction process. Implementation of the policy and procedure should also protect the surrounding environment thus limiting impacts on the wider community. All of which will ultimately have a positive effect on promoting good relations, eliminating discrimination, victimisation and harassment, as well as promoting the equality of opportunity.
Promotion of equality of opportunity?	
Foster good relations?	

Which groups of people may be impacted (both positively and negatively) if the proposal is advanced?				
Equality Characteristic	Impact			Description
	No Impact	Positive Impact	Negative Impact	
Age, Disability, Gender, Race, Religion and Belief, Sexual Orientation		X		<p>In undertaking this assessment, all of the protected characteristics have been considered. For many of the characteristics this Policy and Procedure has indicated positive impacts this includes the recognition that Gypsy/Travellers are recognised in UK case law as being protected races and it is necessary to ensure they are not treated disproportionately.</p> <p>In addition there are a number of Scottish Borders Council's procedures out with of the scope of this Policy and Procedure in place to ensure that Gypsy/Travellers have access to education, health provision and financial support.</p> <p>This Policy and Procedure will be applied fairly in respect of the legal criteria for all of the protected characteristics.</p>

Recommendations		
Characteristic	Recommendation	Approved Yes/No
	The Policy and Procedure be promoted as per the supporting Communications Plan	Yes
	Implementation of the Policy and Procedure are monitored and findings reported to the Gypsy/Traveller Reference Group . Where trends began to form these will be investigated and addressed accordingly.	Yes
	The policy and procedure are reviewed at least every two years or sooner to take into account the guidance, or legislative changes from Scottish Government	Yes

Completed By		
Name	Post	Service Area
Graham Jones	Safer Communities & Community Justice Manager	Safe Communities Team
Simone Doyle	HR Equality & Diversity Officer	Human Resources
James Purves	Neighbourhood Dispute Resolution & Gypsy Traveller Liaison Officer	Safe Communities Team
Christina Donald	Managing Solicitor	People and Court
Dougie Tait	Local Authority Liaison Officer	Scottish Fire and Rescue Service
Gina Dickson	Local Authority Liaison Officer	Police Scotland

Signed Off (Sign off <u>must</u> be completed by Service Manager or Director)			
Name:	Stuart C. Easingwood	Directorate:	Social Work
Post:	Chief Social Work and Public Protection Officer and Interim Service Director Children and Young People	Date:	20 th February 2018