

## Enfield Equality Impact Assessment (EqIA)

### Introduction

The purpose of an Equality Impact Assessment (EqIA) is to help Enfield Council make sure it does not discriminate against service users, residents and staff, and that we promote equality where possible. Completing the assessment is a way to make sure everyone involved in a decision or activity thinks carefully about the likely impact of their work and that we take appropriate action in response to this analysis.

The EqIA provides a way to systematically assess and record the likely equality impact of an activity, policy, strategy, budget change or any other decision.

The assessment helps us to focus on the impact on people who share one of the different nine protected characteristics as defined by the Equality Act 2010 as well as on people who are disadvantaged due to socio-economic factors. The assessment involves anticipating the consequences of the activity or decision on different groups of people and making sure that:

- unlawful discrimination is eliminated
- opportunities for advancing equal opportunities are maximised
- opportunities for fostering good relations are maximised.

The EqIA is carried out by completing this form. To complete it you will need to:

- use local or national research which relates to how the activity/ policy/ strategy/ budget change or decision being made may impact on different people in different ways based on their protected characteristic or socio-economic status;
- where possible, analyse any equality data we have on the people in Enfield who will be affected eg equality data on service users and/or equality data on the Enfield population;
- refer to the engagement and/ or consultation you have carried out with stakeholders, including the community and/or voluntary and community sector groups you consulted and their views. Consider what this engagement showed us about the likely impact of the activity/ policy/ strategy/ budget change or decision on different groups.

The results of the EqIA should be used to inform the proposal/ recommended decision and changes should be made to the proposal/ recommended decision as a result of the assessment where required. Any ongoing/ future mitigating actions required should be set out in the action plan at the end of the assessment.

## Section 1 – Equality analysis details

<b>Title of service activity / policy/ strategy/ budget change/ decision that you are assessing</b>	<b>Traveller Local Plan – Regulation 18 Issues and Options</b>
<b>Team/ Department</b>	<b>Planning, Planning and Growth</b>
<b>Executive Director</b>	<b>Perry Scott</b>
<b>Cabinet Member</b>	<b>Cllr N. Caliskan</b>
<b>Author(s) name(s) and contact details</b>	<b>May Hope 020 8132 2466</b>
<b>Committee name and date of decision</b>	<b>Cabinet 11 September 2024</b>
<b>Date of EqIA completion</b>	<b>22 July 2024</b>

<b>Date the EqIA was reviewed by the Corporate Strategy Service</b>	
<b>Name of Head of Service responsible for implementing the EqIA actions (if any)</b>	<b>May Hope</b>
<b>Name of Director who has approved the EqIA</b>	<b>Brett Leahy</b>

The completed EqIA should be included as an appendix to relevant EMT/ Delegated Authority/ Cabinet/ Council reports regarding the service activity/ policy/ strategy/ budget change/ decision. Decision-makers should be confident that a robust EqIA has taken place, that any necessary mitigating action has been taken and that there are robust arrangements in place to ensure any necessary ongoing actions are delivered.

## Section 2 – Summary of proposal

Please give a brief summary of the proposed service change / policy/ strategy/ budget change/project plan/ key decision

**Please summarise briefly:**

What is the proposed decision or change?

What are the reasons for the decision or change?  
What outcomes are you hoping to achieve from this change?  
Who will be impacted by the project or change - staff, service users, or the wider community?

**Proposed Decision or Change:** The proposal involves the preparation of the Traveller Local Plan (TLP) to address the accommodation needs of Gypsies, Travellers, and Travelling Showpeople in Enfield Borough up to 2041.

**Reasons for the Decision or Change:** This decision is driven by the requirement for the Council to comply with Central Government to assess and meet the accommodation needs of these communities. The TLP outlines site allocations and draft policies to ensure these needs are met comprehensively and sustainably.

**Outcomes Hoped to Achieve:** The key outcomes include:

- Providing a structured and legal framework to allocate land for Traveller accommodations.
- Ensuring a stable and secure environment for Traveller communities.
- Reducing unauthorised encampments and associated conflicts.
- Facilitating community integration and access to services for Travellers.

**Who Will Be Impacted:** The primary stakeholders impacted by this project include the Traveller communities within the Borough, local residents, Council staff involved in planning and implementation, and the broader community. The plan aims to benefit the Traveller communities by providing secure and suitable accommodation and positively impacting the wider community by reducing unauthorised sites and promoting social cohesion.

## Section 3 – Equality analysis

This section asks you to consider the potential differential impact of the proposed decision or change on different protected characteristics, and what mitigating actions should be taken to avoid or counteract any negative impact.

According to the Equality Act 2010, protected characteristics are aspects of a person's identity that make them who they are. The law defines 9 protected characteristics:

1. Age
2. Disability
3. Gender reassignment.
4. Marriage and civil partnership.
5. Pregnancy and maternity.
6. Race
7. Religion or belief.
8. Sex
9. Sexual orientation.

At Enfield Council, we also consider care experience and socio-economic status as an additional characteristic.

“Differential impact” means that people of a particular protected characteristic (eg people of a particular age, people with a disability, people of a particular gender, or people from a particular race and religion) will be significantly more affected by the change than other groups. Please consider both potential positive and negative impacts, and provide evidence to explain why this group might be particularly affected. If there is no differential impact for that group, briefly explain why this is not applicable.

Please consider how the proposed change will affect staff, service users or members of the wider community who share one of the following protected characteristics.

**Detailed information and guidance on how to carry out an Equality Impact Assessment is available [here](#). (link to guidance document once approved)**

**Age**

This can refer to people of a specific age e.g. 18-year-olds, or age range e.g. 0–18-year-olds.

Will the proposed change to service/policy/budget have a **differential impact [positive or negative]** on people of a specific age or age group (e.g. older or younger people)?

Please provide evidence to explain why this group may be particularly affected.

**Differential Impact:** The proposed change through the preparation of the Traveller Local Plan (TLP) is likely to have both positive and negative differential impacts on specific age groups within the Traveller communities and the wider population in Enfield.

**Impact on Younger People:** Younger people, particularly children within Traveller communities, may experience significant positive impacts. Secure and well-planned accommodation sites can provide a stable living environment, which is crucial for their development and education. Access to safe play areas and recreational facilities, as stipulated in the TLP’s design policies, can promote physical activity and social interaction among children, contributing to their overall well-being. Additionally, proximity to educational institutions and healthcare services ensures that young people can access essential services more easily, which is critical for their growth and development.

**Impact on Older People:** Older members of the Traveller communities might experience both positive and negative impacts. On the positive side, improved living conditions, better access, and better access to healthcare facilities can enhance their quality of life and ensure that their health needs are met more effectively. The inclusion of utility infrastructures like wastewater systems and sustainable drainage systems also contributes to a healthier living environment, which is particularly beneficial for older individuals who may be more vulnerable to environmental health issues.

However, the transition to new sites and potential disruptions during the development phase might pose challenges for older individuals, who may find it difficult to adapt to changes. Efforts will need to be made to ensure that older people are supported throughout the transition process to minimise any negative impacts.

**Mitigating actions to be taken**

**For Younger People:**

1. **Enhanced Educational Support:** Ensure that new Traveller sites are located near schools and educational facilities. Collaborate with local education authorities to facilitate school enrollment for Traveller children and provide additional support to address educational gaps. Implement after-school programs and tutoring services within the Traveller communities to help children catch up academically and engage in enriching activities.
2. **Safe Play Areas:** Designate safe, well-supervised play areas within the Traveller sites. These areas should be equipped with age-appropriate play equipment and designed to minimise the

risk of accidents. Promote physical activity and social interaction among children through organised recreational programs and community events.

- 3. Healthcare Access:** Ensure that Traveller sites have easy access to pediatric healthcare services. Coordinate with local health services to provide regular health check-ups and immunisation programs for children. Implement health education programs focused on nutrition, hygiene, and preventive care, tailored to the needs of Traveller families.

**For Older People:**

- 1. Support During Transition:** Provide targeted support to older individuals during the transition to new sites. This can include assistance with packing and moving, as well as emotional support to help them adapt to the change. Establish a helpline or support service specifically for older residents to address any concerns or issues they may encounter during the relocation process.
- 2. Accessible Healthcare Services:** Ensure that new Traveller sites are in close proximity to healthcare facilities that can cater to the needs of older individuals. This includes access to general practitioners, specialists, and community health services. Coordinate with healthcare providers to offer mobile health clinics or on-site health services to make healthcare more accessible for older residents.
- 3. Community Integration and Social Activities:** Promote social inclusion by organising community events and activities that encourage interaction between Traveller communities and the wider population. This can help reduce social isolation, particularly for older individuals. Create communal spaces within the Traveller sites where residents can gather for social activities, fostering a sense of community and belonging.

**General Mitigating Actions**

- 1. Engagement and Feedback:** Engage with Traveller communities throughout the planning and implementation process to ensure their needs and concerns are addressed. Regular feedback sessions can help identify issues early and allow for timely interventions. Involve representatives from different age groups in the decision-making process to ensure that the specific needs of younger and older residents are considered.
- 2. Training and Awareness:** Provide training for staff involved in the implementation of the TLP on the specific needs and challenges faced by Traveller communities. This can help ensure that services are delivered in a culturally sensitive and effective manner. Raise awareness among the wider community about the importance of integrating Traveller sites and the benefits of a cohesive, inclusive society.

**Monitoring and Evaluation:** Establish a robust monitoring and evaluation framework to track the impact of the TLP on different age groups. This should include regular assessments of health, education, and social outcomes. Use the data collected to make evidence-based adjustments to the plan, ensuring that it continues to meet the needs of all residents effectively.

**Conclusions**

In conclusion, while the TLP aims to create positive outcomes for all residents, careful consideration and support mechanisms are necessary to address the specific needs of different age groups, ensuring that both younger and older people benefit from the proposed changes.

**Disability**

A person has a disability if they have a physical or mental impairment which has a substantial and long-term adverse effect on the person's ability to carry out normal day-day activities.

This could include: physical impairment, hearing impairment, visual impairment, learning difficulties, long-standing illness or health condition, mental illness, substance abuse or other impairments.

Will the proposed change to service/policy/budget have a **differential impact [positive or negative]** on people with disabilities?

Please provide evidence to explain why this group may be particularly affected.

**Differential Impact:** The proposed Traveller Local Plan (TLP) will have a differential impact on people with disabilities, both positive and negative.

**Positive Impacts:**

1. **Improved Accessibility:** The TLP aims to ensure that new Traveller sites are designed with accessibility in mind. This includes providing ramps, wide doorways, and accessible facilities to accommodate people with physical impairments. Improved accessibility can greatly enhance the independence and quality of life for individuals with disabilities.
2. **Enhanced Support Services:** By integrating Traveller sites with local services, people with disabilities will have better access to healthcare, social services, and support networks. This is particularly important for individuals with long-standing illnesses or mental health conditions who require regular medical attention and support.
3. **Safe and Secure Housing:** The provision of stable and secure housing can positively impact people with disabilities by reducing the stress and uncertainty associated with unauthorised encampments. A stable living environment can contribute to better health outcomes and overall well-being.

**Negative Impacts:**

1. **Adaptation to New Environments:** The transition to new sites may be challenging for people with disabilities, especially those with mental health conditions or learning difficulties. Changes in environment can be stressful and may require additional support to ensure a smooth transition.
2. **Potential for Isolation:** If Traveller sites are not well-integrated with the wider community, there is a risk of social isolation for residents with disabilities. Isolation can exacerbate mental health issues and limit access to essential services and social interactions.

**Mitigating actions to be taken**

To ensure that the Traveller Local Plan (TLP) supports the needs of people with disabilities and mitigates any potential negative impacts, the following actions will be implemented:

**Accessible Design and Infrastructure:**

1. **Universal Design Principles:** Ensure that all new Traveller sites adhere to design principles, making them accessible to individuals with a range of disabilities. This includes features such as ramps, wide doorways, accessible toilets, and tactile paving for those with visual impairments.

2. **Dedicated Facilities:** Provide dedicated facilities such as accessible washing and cooking areas. These should be designed with input from disability organisations to ensure they meet specific needs.

**Enhanced Support During Transition:**

1. **Individualised Transition Plans:** Develop individualised transition plans for residents with disabilities. This includes providing moving assistance, orientation sessions, and ensuring that new accommodations meet their specific accessibility needs from the outset.
2. **Support Services:** Collaborate with local disability support services to offer additional assistance during the transition period. This can include counseling, mental health support, and physical assistance.

**Improved Healthcare Access:**

1. **Proximity to Healthcare Services:** Ensure that Traveller sites are located near healthcare facilities to enable easy access to medical services. This includes coordinating with local health providers to facilitate regular visits or mobile clinics on-site.
2. **Healthcare Navigation Assistance:** Provide healthcare navigation assistance to help residents with disabilities access necessary medical services and understand their healthcare options.

**Social Inclusion and Community Integration:**

1. **Community Engagement:** Foster community engagement by organizing events and activities that promote interaction between Traveller communities and the wider population. This helps reduce social isolation and build a supportive community network.
2. **Inclusive Planning:** Involve people with disabilities in the planning and decision-making processes to ensure that their needs are considered and addressed in the development of Traveller sites.

**Training and Awareness:**

1. **Staff Training:** Provide training for Council staff and contractors on disability awareness and the specific needs of Traveller communities with disabilities. This ensures that services are delivered in a sensitive and effective manner.
2. **Awareness Campaigns:** Implement awareness campaigns to educate the wider community about the inclusion of Traveller sites and the importance of supporting people with disabilities. This can help reduce stigma and promote a more inclusive society.

**Monitoring and Feedback:**

1. **Regular Assessments:** Conduct regular assessments of the Traveller sites to ensure they continue to meet the accessibility needs of residents with disabilities. This includes checking for maintenance issues and making necessary adjustments.
2. **Feedback Mechanisms:** Establish feedback mechanisms for residents to report issues and suggest improvements. This can include regular surveys, community meetings, and a dedicated contact point for disability-related concerns.

**Conclusions**

In conclusion, while the TLP aims to provide significant positive impacts for people with disabilities through improved accessibility and support services, careful planning and additional support are necessary to mitigate potential negative impacts during the transition to new environments and to ensure social inclusion.



## Gender Reassignment

This refers to people who are proposing to undergo, are undergoing, or have undergone a process (or part of a process) to reassign their sex by changing physiological or other attributes of sex.

Will this change to service/policy/budget have a **differential impact [positive or negative]** on transgender people?

Please provide evidence to explain why this group may be particularly affected.

**Differential Impact:** The proposed Traveller Local Plan (TLP) may have differential impacts on transgender individuals within the Traveller communities and the broader population. These impacts can be both positive and negative, influenced by the specific needs and vulnerabilities of transgender people.

### Positive Impacts:

- 1. Inclusive and Safe Housing:** The TLP aims to create inclusive and secure living environments, providing stable housing to significantly reduce stress and instability that transgender individuals often face. National data highlights high levels of homelessness and poor mental health within this group. According to Crisis and Stonewall<sup>1</sup>, transgender individuals are disproportionately affected by housing discrimination and homelessness, leading to adverse mental health outcomes. Addressing these issues through the TLP can foster a safer and more supportive community.
- 2. Access to Support Services:** By ensuring that Traveller sites are integrated with local support services, transgender individuals can have better access to healthcare, including gender-affirming medical services and mental health support<sup>2</sup>. This access is crucial for their well-being and transition-related needs.

### Negative Impacts:

- 1. Risk of Discrimination:** Transgender people often face higher levels of discrimination and violence. In a close-knit community setting, such as Traveller sites, there may be an increased risk of stigma and exclusion if appropriate measures to foster inclusivity and awareness are not implemented<sup>3</sup>.
- 2. Privacy Concerns:** Privacy is a significant concern for transgender individuals, particularly during the transition process. Shared facilities or a lack of private spaces can pose challenges for transgender residents in maintaining their privacy and safety<sup>4</sup>.

<sup>1</sup> [https://www.stonewall.org.uk/system/files/lgbt\\_in\\_britain\\_health.pdf](https://www.stonewall.org.uk/system/files/lgbt_in_britain_health.pdf)

<sup>2</sup> **Stonewall Report (2018):** Found that 41% of transgender people in the UK have had to educate their healthcare provider about transgender issues to receive appropriate care.

<sup>3</sup> [https://www.stonewall.org.uk/system/files/lgbt\\_in\\_britain\\_health.pdf](https://www.stonewall.org.uk/system/files/lgbt_in_britain_health.pdf) and <https://www.stonewall.org.uk/resources/lgbt-britain-trans-report-2018>

<sup>4</sup> [https://www.stonewall.org.uk/system/files/lgbt\\_in\\_britain\\_health.pdf](https://www.stonewall.org.uk/system/files/lgbt_in_britain_health.pdf)

### Mitigating actions to be taken

To ensure that the Traveller Local Plan (TLP) is inclusive and supportive of transgender individuals, the following mitigating actions will be implemented:

#### Fostering Inclusivity and Awareness:

1. **Awareness Campaigns:** Implement educational campaigns within Traveller communities to raise awareness about transgender issues and promote understanding and acceptance. Partner with LGBTQ+ organisations to provide training and resources. Conduct sensitivity training for Council staff, site managers, and community leaders to ensure respectful and supportive interactions with transgender residents.
2. **Community Engagement:** Engage transgender individuals and advocacy groups in the planning and implementation process to ensure that their needs and concerns are directly addressed. Establish a feedback mechanism for transgender residents to report issues or suggest improvements, ensuring their voices are heard and considered.

#### Enhancing Privacy and Safety:

1. **Private Facilities:** Ensure that Traveller sites include private, gender-neutral facilities for bathing and sanitation to provide a safe and comfortable environment for transgender individuals. This includes individual shower and toilet cubicles with secure locks. Design site layouts to include private spaces where transgender residents can feel safe and secure, reducing the risk of harassment or discrimination.
2. **Safe Spaces:** Create designated safe spaces within the Traveller sites where transgender individuals can seek refuge if they feel threatened or uncomfortable. These spaces should be easily accessible and well-publicized within the community.

#### Improving Access to Support Services:

1. **Healthcare Access:** Ensure that Traveller sites are located near healthcare facilities that can provide gender-affirming care. Partner with local health providers to facilitate access to hormone treatments, counseling, and other transition-related services. Offer mobile health clinics or regular on-site visits from healthcare professionals trained in transgender health issues to make services more accessible.
2. **Support Networks:** Establish connections with local LGBTQ+ support networks and organisations to provide transgender residents with access to counseling, legal advice, and community support. Create peer support groups within the Traveller sites to foster a sense of community and mutual support among transgender residents.

#### Monitoring and Evaluation:

1. **Regular Assessments:** Conduct regular assessments of the Traveller sites to ensure that the needs of transgender residents are being met and that the environment remains inclusive and supportive. Use data collected from feedback mechanisms to make evidence-based adjustments to the plan, ensuring continuous improvement in meeting the needs of transgender individuals.
2. **Reporting Mechanisms:** Establish clear and confidential reporting mechanisms for incidents of discrimination or harassment. Ensure that transgender residents are aware of these mechanisms and feel safe using them. Take prompt and appropriate action in response to any reports of discrimination or harassment, demonstrating a zero-tolerance policy towards such behavior.

## Conclusions

In conclusion, while the TLP aims to provide inclusive and secure housing that can positively impact transgender individuals, it is essential to address potential negative impacts through targeted actions to ensure safety, privacy, and access to supportive services. This approach will help create a more inclusive environment that meets the specific needs of transgender residents.

## Marriage and Civil Partnership

Marriage and civil partnerships are different ways of legally recognising relationships. The formation of a civil partnership must remain secular, where-as a marriage can be conducted through either religious or civil ceremonies. In the U.K both marriages and civil partnerships can be same sex or mixed sex. Civil partners must be treated the same as married couples on a wide range of legal matters.

Will this change to service/policy/budget have a **differential impact [positive or negative]** on people in a marriage or civil partnership?

Please provide evidence to explain why this group may be particularly affected.

**Differential Impact:** The proposed Traveller Local Plan (TLP) is not expected to have significant differential impacts on people in a marriage or civil partnership compared to the general population. Both married couples and civil partners are legally recognised relationships in the UK and are entitled to the same legal rights and protections. However, there are some considerations that may affect this group both positively and negatively.

### Positive Impacts:

- 1. Community Support:** Well-planned Traveller sites that promote community integration can enhance social support networks for couples. This support is particularly beneficial for couples in civil partnerships who may face social isolation or discrimination.

### Negative Impacts:

- 1. Potential Discrimination:** Although marriage and civil partnerships are legally recognized, there can still be social stigma and discrimination, especially within some communities. Couples in same-sex marriages or civil partnerships may face additional challenges in a community setting that may not be as accepting of diverse relationships.

## Mitigating actions to be taken

To ensure that the Traveller Local Plan (TLP) supports the needs of people in marriages and civil partnerships and mitigates any potential negative impacts, the following actions will be implemented:

### Promoting Inclusivity and Reducing Discrimination:

- 1. Awareness and Sensitivity Training:** Provide training for Council staff, site managers, and community leaders on the importance of inclusivity and the legal rights of married couples and civil partners. This training should cover the recognition and respect for diverse relationships, including same-sex marriages and civil partnerships. Implement community awareness programs to promote acceptance and understanding of all types of relationships.

These programs can be conducted in partnership with LGBTQ+ organisations to ensure comprehensive coverage of issues faced by same-sex couples.

2. **Anti-Discrimination Policies:** Enforce strict anti-discrimination policies within Traveller sites. Ensure that any form of discrimination or harassment based on marital or civil partnership status is promptly addressed and resolved. Establish clear reporting mechanisms for residents to report instances of discrimination. Ensure that these mechanisms are accessible and confidential.

#### **Ensuring Access to Resources and Support:**

1. **Joint Housing and Facilities:** Design Traveller sites to accommodate the needs of couples, including providing options for joint housing. Ensure that these housing units offer privacy and space suitable for family life. Provide communal facilities that support the needs of couples and families, such as shared kitchens, laundry facilities, and recreational areas.
2. **Healthcare and Legal Support:** Ensure that couples have access to healthcare services that can address their specific needs, including family planning and reproductive health services. Facilitate access to joint healthcare provisions where both partners can receive care and support together. Provide legal support services to assist couples with any legal matters related to their marriage or civil partnership. This includes assistance with joint tenancy agreements, inheritance issues, and any legal rights related to their partnership.

#### **Enhancing Community Support and Integration:**

1. **Community Events and Activities:** Organise community events and activities that promote social cohesion and integration among residents. These events should be inclusive and celebrate diversity, including the recognition of various types of relationships. Create opportunities for couples to participate in community decision-making processes. This can include forming resident committees or holding regular community meetings where couples can voice their needs and concerns.
2. **Support Networks:** Establish support networks within Traveller sites where couples can connect with others in similar situations. These networks can provide mutual support and foster a sense of community among residents. Partner with local organisations that specialise in supporting married couples and civil partners to provide additional resources and support services to residents.

#### **Monitoring and Evaluation:**

1. **Regular Assessments:** Conduct regular assessments of the Traveller sites to ensure that the needs of people in marriages and civil partnerships are being met. Use these assessments to identify any gaps or issues that need to be addressed. Implement feedback mechanisms for couples to provide input on their living conditions and the services provided. Use this feedback to make evidence-based improvements to the TLP.
2. **Continuous Improvement:** Use data collected from assessments and feedback to continuously improve the TLP. Ensure that the plan evolves to meet the changing needs of residents and addresses any emerging issues related to marital or civil partnership status.

#### **Conclusions**

In conclusion, while the TLP aims to provide stable and secure housing that benefits all residents, it is essential to address any potential negative impacts through targeted actions to ensure the fair treatment and inclusion of couples in marriages and civil partnerships. This approach will help create a supportive environment that meets the specific needs of this group.

### **Pregnancy and maternity**

Pregnancy refers to the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.

Will this change to service/policy/budget have a **differential impact [positive or negative]** on pregnancy and maternity?

Please provide evidence to explain why this group may be particularly affected.

**Differential Impact:** The proposed Traveller Local Plan (TLP) will have differential impacts on individuals who are pregnant or in the maternity period, both positive and negative. This group includes women who are pregnant, have recently given birth, and are breastfeeding.

#### **Positive Impacts:**

1. **Improved Living Conditions:** Stable and secure housing can significantly benefit pregnant women and new mothers by providing a safe and supportive environment. Access to essential amenities such as clean water, sanitation, and safe living spaces is crucial for the health and well-being of both the mother and the baby.
2. **Access to Healthcare:** The TLP aims to ensure that Traveller sites are located near healthcare facilities. This proximity can facilitate easier access to prenatal and postnatal care, which is vital for monitoring the health of both the mother and the baby.

#### **Negative Impacts:**

1. **Potential for Social Isolation:** Pregnant women and new mothers may experience social isolation, especially if Traveller sites are not well-integrated with the broader community. Isolation can lead to mental health issues such as postpartum depression and anxiety.
2. **Risk of Discrimination:** There may be instances of discrimination against pregnant women and new mothers, particularly in accessing services or support within the community. Ensuring an inclusive environment that supports maternity needs is essential.

### **Mitigating actions to be taken**

To ensure that the Traveller Local Plan (TLP) supports the needs of pregnant women and new mothers and mitigates any potential negative impacts, the following actions will be implemented:

#### **Enhancing Access to Healthcare:**

1. **Proximity to Healthcare Facilities:** Ensure that Traveller sites are located near healthcare facilities that provide prenatal and postnatal care. This includes hospitals, clinics, and community health centers equipped to handle the specific needs of pregnant women and new mothers. Facilitate partnerships with local healthcare providers to offer regular on-site health check-ups and mobile clinics for Traveller communities, ensuring that pregnant women and new mothers receive timely medical attention.
2. **Health Education Programs:** Implement health education programs within Traveller communities to provide information on prenatal and postnatal care, breastfeeding support,

and child health. These programs can help mothers understand the importance of healthcare visits and self-care during pregnancy and after childbirth.

**Providing Safe and Supportive Housing:**

- 1. Maternity-Specific Accommodations:** Design Traveller sites to include accommodations that cater to the needs of pregnant women and new mothers. This includes providing clean and safe living environments, private spaces for breastfeeding, and facilities for newborn care. Ensure that housing units are equipped with necessary amenities such as adequate heating, sanitation, and safe drinking water, which are essential for the health and well-being of both mother and child.
- 2. Safe Play and Recreational Areas:** Develop safe play and recreational areas within Traveller sites where children can play and mothers can relax. These areas should be easily accessible and provide a safe environment for families to interact and support each other.

**Reducing Social Isolation:**

- 1. Community Support Networks:** Establish community support networks within Traveller sites to provide social support for pregnant women and new mothers. This can include mother-and-baby groups, peer support groups, and community-led initiatives to foster a sense of belonging and reduce isolation. Encourage the formation of support groups for new mothers, where they can share experiences, offer mutual support, and access information about available resources.
- 2. Integration with Broader Community:** Promote the integration of Traveller sites with the broader community to ensure that pregnant women and new mothers have access to wider social support networks. This can be achieved through community events, joint initiatives, and collaboration with local organisations.

**Addressing Discrimination:**

- 1. Anti-Discrimination Policies:** Enforce strict anti-discrimination policies within Traveller sites to protect pregnant women and new mothers from any form of discrimination or harassment. Ensure that these policies are well-publicised and understood by all residents. Provide training for staff and community leaders on the rights of pregnant women and new mothers, and the importance of creating an inclusive and supportive environment.
- 2. Reporting and Support Mechanisms:** Establish clear and confidential reporting mechanisms for instances of discrimination or harassment. Ensure that pregnant women and new mothers feel safe and supported in using these mechanisms. Take prompt and appropriate action in response to any reports of discrimination, demonstrating a commitment to maintaining a safe and inclusive environment.

**Monitoring and Evaluation:**

- 1. Regular Assessments:** Conduct regular assessments of the Traveller sites to ensure that the needs of pregnant women and new mothers are being met. This includes evaluating the availability and quality of healthcare services, housing conditions, and social support networks. Use feedback from residents to identify areas for improvement and make necessary adjustments to the TLP to better support pregnant women and new mothers.
- 2. Continuous Improvement:** Implement a continuous improvement process based on the data collected from assessments and feedback. Ensure that the TLP evolves to meet the changing needs of residents and addresses any emerging issues related to pregnancy and maternity.



## Conclusions

In conclusion, while the TLP aims to provide stable housing and improved access to healthcare, there are potential negative impacts that need to be addressed to ensure the well-being of pregnant women and new mothers. Proper planning and support are essential to mitigate these impacts and promote a healthy and inclusive environment for this group.

## Race

This refers to a group of people defined by their race, colour, and nationality (including citizenship), ethnic or national origins.

Will this change to service/policy/budget have a **differential impact [positive or negative]** on people of a certain race?

Please provide evidence to explain why this group may be particularly affected.

**Differential Impact:** The proposed Traveller Local Plan (TLP) will have differential impacts on people of certain races, particularly those from Traveller communities, which include Romany Gypsies, Irish and Scottish Travellers, European Roma, and others. According to the 2021 Census, there has been a significant increase in the number of people from Gypsy, Roma, and Traveller (GRT) backgrounds willing to disclose their ethnicity. The census recorded 168,749 individuals from GRT backgrounds, up from 57,680 in 2011. This increase includes the first official count of the Roma population in the UK, which stood at 100,981<sup>5</sup>. These communities are defined not only by their unique cultural and ethnic identities but also by their distinct social and economic challenges.

### Positive Impacts:

1. **Improved Living Conditions:** The TLP aims to provide stable and secure housing for Traveller communities, which often face substandard living conditions and unauthorised encampments. Improved housing can significantly enhance the quality of life and health outcomes for these communities.
2. **Access to Services:** By integrating Traveller sites with local services, the TLP ensures better access to healthcare, education, and social services. This is particularly important for Traveller communities, who historically have had limited access to such services due to social exclusion and mobility.
3. **Social Inclusion:** The TLP promotes the integration of Traveller communities into the broader society, fostering social cohesion and reducing the stigma and discrimination they often face. This can lead to improved social and economic opportunities for Traveller individuals and families.

### Negative Impacts:

1. **Risk of Discrimination:** Traveller communities may continue to face discrimination and prejudice, both within their new housing environments and from the wider society. This can affect their ability to fully integrate and access services without bias.

<sup>5</sup> <https://travellermovement.org.uk/news/5719>

**2. Cultural Sensitivity:** The transition to more permanent housing structures and the integration into the broader community may pose challenges to maintaining cultural practices and traditions unique to Traveller communities. This can lead to a loss of cultural identity and community cohesion.

**Mitigating actions to be taken**

To ensure that the Traveller Local Plan (TLP) supports the needs of Traveller communities and mitigates any potential negative impacts, the following actions will be implemented:

**Promoting Inclusivity and Reducing Discrimination:**

- 1. Anti-Discrimination Policies:** Enforce strict anti-discrimination policies within Traveller sites to protect residents from racial prejudice and harassment. Ensure these policies are well-publicized and understood by all residents and staff. Provide training for staff and community leaders on cultural sensitivity and the legal rights of Traveller communities to foster a more inclusive environment.
- 2. Cultural Awareness Programs:** Implement cultural awareness programs within Traveller sites to promote understanding and respect for the unique cultural practices and traditions of Traveller communities. Partner with Traveller advocacy groups to provide resources and training on cultural competence for service providers and the broader community.

**Ensuring Access to Services:**

- 1. Healthcare Access:** Ensure that Traveller sites are located near healthcare facilities that can provide culturally sensitive care. This includes facilitating access to general practitioners, specialists, and mental health services. Organise mobile health clinics or regular on-site visits from healthcare professionals to provide accessible health services tailored to the needs of Traveller communities.
- 2. Educational Support:** Work with local education authorities to ensure that children from Traveller communities have access to quality education. This includes support for school enrollment, transportation, and additional academic assistance. Implement educational programs within Traveller sites to promote adult education and skills development, enhancing employment opportunities for Traveller adults.

**Enhancing Social Inclusion and Community Integration:**

- 1. Community Engagement:** Foster community engagement by organizing events and activities that promote interaction between Traveller communities and the broader population. These initiatives can help reduce social isolation and build mutual understanding. Create opportunities for Traveller residents to participate in community decision-making processes, ensuring their voices are heard and their needs are addressed.
- 2. Support Networks:** Establish support networks within Traveller sites to provide social and emotional support for residents. This can include peer support groups, mentoring programs, and access to community resources. Collaborate with local organisations that specialize in supporting Traveller communities to offer additional resources and services, such as legal advice and advocacy.

**Preserving Cultural Identity:**

- 1. Cultural Preservation Initiatives:** Encourage and support cultural preservation initiatives that allow Traveller communities to maintain their traditions and cultural practices. This can include community festivals, traditional crafts, and storytelling sessions. Provide spaces within



Traveller sites where cultural activities can take place, ensuring that the design and layout of the sites respect and accommodate cultural practices.

- 2. Representation and Advocacy:** Ensure that Traveller communities are represented in local councils and decision-making bodies. This representation can help advocate for the needs and rights of Traveller residents and ensure that their cultural identity is respected and preserved. Partner with Traveller advocacy groups to provide ongoing support and representation for Traveller communities in broader societal contexts.

**Monitoring and Evaluation:**

- 1. Regular Assessments:** Conduct regular assessments of the Traveller sites to ensure that the needs of Traveller communities are being met and that the environment remains inclusive and supportive. Use data collected from feedback mechanisms to identify areas for improvement and make necessary adjustments to the TLP.
- 2. Continuous Improvement:** Implement a continuous improvement process based on the data collected from assessments and feedback. Ensure that the TLP evolves to meet the changing needs of Traveller communities and addresses any emerging issues related to race and cultural identity.

**Conclusions**

In conclusion, the TLP aims to provide significant positive impacts for Traveller communities by improving living conditions, access to services, and social inclusion. However, addressing potential negative impacts related to discrimination and cultural sensitivity is crucial to ensure the well-being and integration of these communities. Proper planning and support are essential to mitigate these impacts and promote an inclusive environment for people of all races.

**Religion and belief**

Religion refers to a person's faith (e.g. Buddhism, Islam, Christianity, Judaism, Sikhism, Hinduism). Belief includes religious and philosophical beliefs including lack of belief (e.g. Atheism). Generally, a belief should affect your life choices or the way you live.

Will this change to service/policy/budget have a **differential impact [positive or negative]** on people who follow a religion or belief, including lack of belief?

Please provide evidence to explain why this group may be particularly affected.

**Differential Impact:** The proposed Traveller Local Plan (TLP) may have differential impacts on individuals who follow various religions or beliefs, including atheism. These impacts can be both positive and negative, influenced by the specific religious and philosophical needs and practices of these groups.

**Positive Impacts:**

- 1. Inclusive Community Spaces:** The TLP aims to create inclusive and supportive community environments, which can positively impact individuals by providing spaces where they can

practice their religion or beliefs freely and safely. This includes community centers and designated areas for worship and reflection.

- 2. Access to Religious Facilities:** By integrating Traveller sites with local amenities, the TLP ensures better access to religious facilities such as churches, mosques, temples, and other places of worship. This proximity allows individuals to maintain their religious practices and participate in community religious activities more easily.

**Negative Impacts:**

- 1. Potential for Religious Discrimination:** Individuals may face discrimination or exclusion based on their religious beliefs, especially if they are part of a minority religion within the Traveller community or the broader population. Ensuring an inclusive environment that respects all religions and beliefs is essential.
- 2. Cultural and Religious Sensitivity:** The transition to more permanent housing and integration into the broader community may pose challenges to maintaining religious practices and traditions. This can lead to a feeling of loss or marginalisation for individuals who follow specific religious or philosophical beliefs.

**Mitigating actions to be taken**

To ensure that the Traveller Local Plan (TLP) supports the needs of individuals who follow various religions or beliefs, and mitigates any potential negative impacts, the following actions will be implemented:

**Promoting Religious Inclusivity and Reducing Discrimination:**

- 1. Anti-Discrimination Policies:** Enforce strict anti-discrimination policies within Traveller sites to protect residents from religious prejudice and harassment. Ensure these policies are well-publicised and understood by all residents and staff. Provide training for staff and community leaders on religious sensitivity and the legal rights of individuals to practice their religion or beliefs freely.
- 2. Cultural Awareness Programs:** Implement cultural and religious awareness programs within Traveller sites to promote understanding and respect for diverse religious practices and beliefs. Partner with interfaith organisations to provide resources and training on religious tolerance. Celebrate cultural and religious diversity through community events and activities that recognise and honour various religious traditions and festivals.

**Ensuring Access to Religious Facilities:**

- 1. Proximity to Places of Worship:** Ensure that Traveller sites are located near places of worship, such as churches, mosques, temples, and synagogues. Facilitate transportation options to these facilities to ensure that residents can attend religious services and events regularly. Work with local religious organisations to provide information and guidance on the nearest places of worship and religious services available to residents.
- 2. On-Site Religious Spaces:** Design Traveller sites to include designated spaces for prayer and reflection that can be used by residents of all faiths. These spaces should be neutral and accessible to ensure that everyone feels welcome to use them. Provide facilities for religious practices, such as washing areas for ablution in accordance with Islamic practices or kosher kitchen areas for Jewish residents.

**Enhancing Community Support and Integration:**

- 1. Interfaith Dialogue and Support:** Establish interfaith dialogue groups within Traveller sites to foster mutual understanding and support among residents of different religious backgrounds.

These groups can help address any religious conflicts and promote peace and harmony within the community. Encourage religious leaders from various faiths to engage with Traveller communities and offer spiritual support and guidance.

- 2. Inclusive Community Activities:** Organise community activities and events that are inclusive of all religions and beliefs. Ensure that these activities do not conflict with major religious observances and that they accommodate the dietary and cultural needs of different religious groups. Promote social inclusion by encouraging participation in community decision-making processes, ensuring that the voices of individuals from diverse religious backgrounds are heard and considered.

**Preserving Religious Practices and Traditions:**

- 1. Support for Religious Observances:** Provide support for residents to observe religious practices and traditions, such as fasting during Ramadan, Sabbath observance, and other religious rituals. Ensure that site policies accommodate these practices, including flexible meal times and quiet spaces. Work with local religious organisations to provide resources and materials needed for religious observances, such as prayer mats, religious texts, and dietary provisions.
- 2. Educational Programs:** Implement educational programs within Traveller sites to educate residents about different religions and beliefs. These programs can help reduce misconceptions and promote a culture of respect and understanding. Provide opportunities for residents to learn about their own religious heritage and traditions, fostering a sense of pride and identity.

**Monitoring and Evaluation:**

- 1. Regular Assessments:** Conduct regular assessments of the Traveller sites to ensure that the needs of residents who follow various religions and beliefs are being met. This includes evaluating the availability and quality of religious facilities and support services. Use data collected from feedback mechanisms to identify areas for improvement and make necessary adjustments to the TLP.
- 2. Continuous Improvement:** Implement a continuous improvement process based on the data collected from assessments and feedback. Ensure that the TLP evolves to meet the changing needs of residents and addresses any emerging issues related to religion and belief.

**Conclusions**

In conclusion, while the TLP aims to provide inclusive and supportive housing that benefits individuals of all religions and beliefs, it is essential to address potential negative impacts through targeted actions to ensure respect for religious diversity and inclusion. Proper planning and support are necessary to mitigate these impacts and promote a supportive environment for all residents.

**Sex**

Sex refers to whether you are a female or male.

Will this change to service/policy/budget have a **differential impact [positive or negative]** on females or males?

Please provide evidence to explain why this group may be particularly affected.

The proposed Traveller Local Plan (TLP) will have differential impacts on females and males, which can be both positive and negative. These impacts will vary based on gender-specific needs and societal roles within the Traveller communities.

**Positive Impacts:**

1. **Improved Safety and Security:** The TLP aims to provide stable and secure housing, which can significantly enhance the safety and security of all residents. Women, in particular, may benefit from improved safety measures, as they are often more vulnerable to harassment and violence in unstable or unauthorised encampments.
2. **Access to Health and Support Services:** Improved access to health and support services can benefit both males and females. Women, especially those who are pregnant or have young children, will have better access to prenatal and postnatal care. Men will also benefit from better access to healthcare and support services, addressing any health issues they may face.
3. **Educational Opportunities:** Stable housing and better access to education can improve educational outcomes for both boys and girls. This is particularly important as Traveller children often face significant educational disadvantages.

**Negative Impacts:**

1. **Gender Roles and Responsibilities:** Traditional gender roles within Traveller communities may affect how males and females experience the changes brought by the TLP. Women, who often bear the primary responsibility for childcare and domestic tasks, may face additional challenges in adjusting to new living environments.
2. **Access to Employment:** The impact on access to employment may differ for males and females, with potential gender-specific barriers. Men may face challenges related to traditional employment patterns and skills, while women may struggle with balancing work and domestic responsibilities.

**Mitigating actions to be taken**

To ensure that the Traveller Local Plan (TLP) supports the needs of both females and males and mitigates any potential negative impacts, the following actions will be implemented:

**Promoting Gender Inclusivity and Reducing Discrimination:**

1. **Gender Sensitivity Training:** Provide training for Council staff, site managers, and community leaders on gender sensitivity and the importance of addressing the specific needs of both females and males. This training should cover the recognition and respect for diverse gender roles and responsibilities. Implement community awareness programs to promote gender equality and understanding within Traveller sites, emphasising the importance of mutual respect and support.
2. **Anti-Discrimination Policies:** Enforce strict anti-discrimination policies within Traveller sites to protect residents from gender-based discrimination and harassment. Ensure these policies are well-publicized and understood by all residents. Establish clear reporting mechanisms for residents to report instances of gender-based discrimination or harassment, ensuring confidentiality and prompt action.

**Enhancing Access to Health and Support Services:**

1. **Healthcare Access:** Ensure that Traveller sites are located near healthcare facilities that provide services tailored to the needs of both females and males. This includes prenatal and postnatal care for women and general health services for men. Facilitate regular on-site visits from healthcare professionals to provide accessible health services, including mental health support, which is crucial for both genders.
2. **Support Services:** Provide support services that address the specific needs of women, such as counseling for domestic violence and support for single mothers. Similarly, offer support services for men, including mental health counseling and addiction support. Partner with local organisations that specialise in gender-specific support to offer additional resources and assistance to residents.

**Promoting Educational and Employment Opportunities:**

1. **Educational Support:** Work with local education authorities to ensure that children from Traveller communities, both boys and girls, have access to quality education. This includes support for school enrollment, transportation, and additional academic assistance. Implement educational programs within Traveller sites to promote adult education and skills development for both men and women, enhancing employment opportunities.
2. **Employment Support:** Provide employment support services that cater to the specific needs of both men and women. This includes job training programs, career counseling, and assistance with job placement. Address barriers to employment for women, such as childcare responsibilities, by providing on-site childcare facilities or access to affordable childcare services.

**Ensuring Safety and Security:**

1. **Safe Living Environments:** Design Traveller sites to include features that enhance the safety and security of all residents. This includes adequate lighting, secure fencing, and safe communal areas. Establish community watch programs and collaborate with local law enforcement to ensure a safe environment for women and men alike.
2. **Support for Victims of Violence:** Provide support services for victims of domestic violence and gender-based violence. This includes access to safe shelters, counseling services, and legal assistance. Implement programs to raise awareness about domestic violence and promote healthy relationships within the community.

**Monitoring and Evaluation:**

1. **Regular Assessments:** Conduct regular assessments of the Traveller sites to ensure that the needs of both females and males are being met. This includes evaluating the availability and quality of healthcare, education, and support services. Use data collected from feedback mechanisms to identify areas for improvement and make necessary adjustments to the TLP.
2. **Continuous Improvement:** Implement a continuous improvement process based on the data collected from assessments and feedback. Ensure that the TLP evolves to meet the changing needs of residents and addresses any emerging issues related to gender.

**Conclusions**

In conclusion, the TLP aims to provide significant positive impacts for both males and females by improving safety, healthcare access, and educational opportunities. However, addressing potential negative impacts related to traditional gender roles and employment barriers is essential to ensure the well-being and integration of all residents. Proper planning and support are necessary to mitigate these impacts and promote an inclusive environment for both genders.

## Sexual Orientation

This refers to whether a person is sexually attracted to people of the same sex or a different sex to themselves. Please consider the impact on people who identify as heterosexual, bisexual, gay, lesbian, non-binary or asexual.

Will this change to service/policy/budget have a **differential impact [positive or negative]** on people with a particular sexual orientation?

Please provide evidence to explain why this group may be particularly affected.

The proposed Traveller Local Plan (TLP) may have differential impacts on individuals based on their sexual orientation, which can be both positive and negative. This includes people who identify as heterosexual, bisexual, gay, lesbian, non-binary, or asexual.

### Positive Impacts:

- Inclusive Housing:** The TLP aims to provide stable and secure housing, which can positively impact individuals of all sexual orientations by offering a safe environment free from discrimination and harassment. Inclusive housing policies can help LGBTQ+ individuals feel accepted and valued within their communities, promoting their mental health and overall well-being.
- Access to Support Services:** Improved access to healthcare and support services can benefit LGBTQ+ individuals, who often face barriers in accessing these services due to discrimination or lack of awareness among providers. Support services tailored to the needs of LGBTQ+ individuals can address specific health and social challenges they may face.

### Negative Impacts:

- Risk of Discrimination:** LGBTQ+ individuals may face discrimination or exclusion within Traveller communities, which can impact their ability to access services and participate fully in community life. Fear of discrimination can lead to social isolation and mental health issues among LGBTQ+ individuals.
- Cultural and Community Challenges:** The integration of LGBTQ+ individuals into Traveller communities may pose challenges due to traditional views and cultural norms that may not be accepting of diverse sexual orientations. Maintaining privacy and safety for LGBTQ+ individuals in communal living environments can be challenging, particularly if there is a lack of understanding and acceptance within the community.

## Mitigating actions to be taken

To ensure that the Traveller Local Plan (TLP) supports the needs of individuals of all sexual orientations and mitigates any potential negative impacts, the following actions will be implemented:

### Promoting Inclusivity and Reducing Discrimination:

- Anti-Discrimination Policies:** Provide training for staff and community leaders on LGBTQ+ sensitivity and the legal rights of individuals to promote a more inclusive environment.



2. **Cultural Awareness Programs:** Implement cultural and sexual orientation awareness programs within Traveller sites to promote understanding and respect for LGBTQ+ individuals.
  - Celebrate LGBTQ+ diversity through community events and activities, recognizing important dates such as Pride Month and International Day Against Homophobia, Transphobia, and Biphobia.

**Ensuring Access to Support Services:**

1. **Healthcare Access:** Ensure that healthcare services available to Traveller communities include providers who are knowledgeable about LGBTQ+ health issues and can offer culturally competent care. Facilitate regular on-site visits from healthcare professionals who specialise in LGBTQ+ health to provide accessible health services tailored to the needs of LGBTQ+ residents.
2. **Support Networks:** Establish support networks within Traveller sites where LGBTQ+ individuals can connect with peers and access resources. These networks can provide mutual support and foster a sense of community among LGBTQ+ residents. Collaborate with local LGBTQ+ organisations to provide additional resources and support services, including counseling, legal advice, and social support.

**Enhancing Safety and Privacy:**

1. **Safe Spaces:** Create designated safe spaces within Traveller sites where LGBTQ+ individuals can seek refuge if they feel threatened or uncomfortable. These spaces should be easily accessible and well-publicised within the community. Ensure that communal facilities such as restrooms and changing areas are safe and private, providing options for gender-neutral facilities to accommodate the needs of transgender and non-binary individuals.
2. **Reporting Mechanisms:** Establish clear and confidential reporting mechanisms for instances of discrimination or harassment based on sexual orientation. Ensure that LGBTQ+ residents are aware of these mechanisms and feel safe using them. Take prompt and appropriate action in response to any reports of discrimination or harassment, demonstrating a zero-tolerance policy towards such behaviour.

**Promoting Social Inclusion and Community Support:**

1. **Community Engagement:** Foster community engagement by organising events and activities that promote interaction between LGBTQ+ individuals and the broader community. These initiatives can help reduce social isolation and build mutual understanding. Encourage the participation of LGBTQ+ residents in community decision-making processes to ensure their voices are heard and their needs are addressed.
2. **Inclusive Community Activities:** Organise community activities and events that are inclusive of all sexual orientations. Ensure that these activities accommodate the needs of LGBTQ+ individuals and do not conflict with their safety and well-being. Promote social inclusion by encouraging participation in educational programs, skills development workshops, and other initiatives that enhance the opportunities for LGBTQ+ residents.

**Monitoring and Evaluation:**

1. **Regular Assessments:** Conduct regular assessments of the Traveller sites to ensure that the needs of LGBTQ+ residents are being met. This includes evaluating the availability and quality of healthcare, support services, and safe spaces. Use data collected from feedback mechanisms to identify areas for improvement and make necessary adjustments to the TLP.

**2. Continuous Improvement:** Implement a continuous improvement process based on the data collected from assessments and feedback. Ensure that the TLP evolves to meet the changing needs of residents and addresses any emerging issues related to sexual orientation.

**Conclusions**

In conclusion, while the TLP aims to provide inclusive and supportive housing that benefits individuals of all sexual orientations, addressing potential negative impacts related to discrimination and cultural challenges is essential to ensure the well-being and integration of LGBTQ+ residents. Proper planning and support are necessary to mitigate these impacts and promote a supportive environment for all residents.

**Care Experience**

This refers to a person who has spent 13 weeks or more in local authority care.

Will this change to service/policy/budget have a **differential impact [positive or negative]** on people with care experience?

Please provide evidence to explain why this group may be particularly affected.

The proposed Traveller Local Plan (TLP) may have differential impacts on individuals with care experience, who have spent 13 weeks or more in local authority care. This group often faces unique challenges and vulnerabilities that could be positively or negatively affected by changes in housing policy and services.

**Positive Impacts:**

1. **Stable Housing and Security:** The TLP aims to provide stable and secure housing, which can significantly benefit individuals with care experience who may have faced instability and insecurity in their early lives. Stable housing can contribute to better mental health and overall well-being.
2. **Access to Support Services:** Improved access to healthcare, education, and social services can address the specific needs of individuals with care experience, who often require additional support to overcome the challenges associated with their backgrounds.
3. **Community Integration:** The integration of Traveller sites with local communities can foster social inclusion, helping individuals with care experience build social networks and access community resources.

**Negative Impacts:**

1. **Risk of Social Isolation:** Individuals with care experience may face social isolation and difficulty integrating into new communities, particularly if they lack established support networks. Ensuring a supportive and inclusive environment is crucial to mitigate this risk.
2. **Access to Specialised Services:** People with care experience often require specialised support services, including mental health counseling, educational support, and employment assistance. Ensuring that these services are accessible within Traveller sites can be challenging but is essential.

**Mitigating actions to be taken**



To ensure that the Traveller Local Plan (TLP) supports the needs of individuals with care experience and mitigates any potential negative impacts, the following actions will be implemented:

**Enhancing Access to Support Services:**

1. **Healthcare Access:** Ensure that healthcare services within or near Traveller sites include providers who understand the specific needs of individuals with care experience, particularly those related to mental health. Facilitate regular on-site visits from healthcare professionals, including mental health counselors and social workers, to provide accessible and tailored support.
2. **Specialised Support Services:** Partner with organisations that specialise in supporting individuals with care experience to offer additional resources and services. This can include mental health counseling, educational support, and career guidance. Provide on-site or nearby access to services such as trauma-informed care, which can help address the specific emotional and psychological needs of individuals with care experience.

**Promoting Social Inclusion and Community Integration:**

1. **Community Engagement:** Foster community engagement by organising events and activities that promote interaction between individuals with care experience and the broader community. These initiatives can help reduce social isolation and build supportive networks. Encourage the formation of peer support groups within Traveller sites where individuals with care experience can share their experiences and support each other.
2. **Inclusive Community Activities:** Organise inclusive community activities that cater to the diverse interests and needs of residents, including those with care experience. This can include educational workshops, recreational activities, and community meetings. Promote the participation of individuals with care experience in community decision-making processes to ensure their voices are heard and their needs are addressed.

**Providing Educational and Employment Support:**

1. **Educational Support:** Work with local education authorities to ensure that children and young adults with care experience have access to quality education. This includes support for school enrollment, transportation, and additional academic assistance. Implement educational programs within Traveller sites to promote adult education and skills development, enhancing employment opportunities for individuals with care experience.
2. **Employment Support:** Provide employment support services that cater to the specific needs of individuals with care experience. This includes job training programs, career counseling, and assistance with job placement. Address barriers to employment by providing access to vocational training and apprenticeships, helping individuals build skills and gain work experience.

**Ensuring Safety and Stability:**

1. **Stable Housing:** Ensure that Traveller sites provide stable and secure housing that meets the needs of individuals with care experience. This includes safe and private living spaces that promote a sense of security. Implement policies to prevent eviction and provide support for individuals facing housing instability, ensuring that they have access to emergency housing and long-term accommodation options.
2. **Safe Spaces:** Create designated safe spaces within Traveller sites where individuals with care experience can seek refuge if they feel threatened or uncomfortable. These spaces should be easily accessible and well-publicized within the community. Establish community watch

programs and collaborate with local law enforcement to ensure a safe environment for all residents.

**Monitoring and Evaluation:**

- 1. Regular Assessments:** Conduct regular assessments of the Traveller sites to ensure that the needs of individuals with care experience are being met. This includes evaluating the availability and quality of healthcare, support services, and safe spaces. Use data collected from feedback mechanisms to identify areas for improvement and make necessary adjustments to the TLP.
- 2. Continuous Improvement:** Implement a continuous improvement process based on the data collected from assessments and feedback. Ensure that the TLP evolves to meet the changing needs of residents and addresses any emerging issues related to individuals with care experience.

**Conclusions**

In conclusion, while the TLP aims to provide significant positive impacts for individuals with care experience by improving housing stability, access to services, and social inclusion, it is essential to address potential negative impacts related to social isolation and access to specialised services. Proper planning and support are necessary to mitigate these impacts and promote a supportive environment for all residents.

**Socio-economic deprivation**

This refers to people who are disadvantaged due to socio-economic factors e.g. unemployment, low income, low academic qualifications or living in a deprived area, social housing or unstable housing.

Will this change to service/policy/budget have a **differential impact [positive or negative]** on people who are socio-economically disadvantaged?

Please provide evidence to explain why this group may be particularly affected.

The proposed Traveller Local Plan (TLP) may have significant differential impacts on individuals who are socio-economically disadvantaged. This includes people experiencing unemployment, low income, low academic qualifications, or those living in deprived areas, social housing, or unstable housing. These impacts can be both positive and negative.

**Positive Impacts:**

- 1. Improved Housing Stability:** The TLP aims to provide stable and secure housing for Traveller communities, which can greatly benefit socio-economically disadvantaged individuals by reducing housing instability and improving living conditions. Stable housing is a critical factor in enhancing overall well-being and providing a foundation for economic stability.
- 2. Access to Essential Services:** Improved access to healthcare, education, and social services can help address the specific needs of socio-economically disadvantaged individuals. These

services can provide crucial support in improving health outcomes, educational attainment, and access to employment opportunities.

3. **Economic Opportunities:** The integration of Traveller sites with local communities can facilitate better access to job markets and employment opportunities. Providing vocational training and employment support can help socio-economically disadvantaged individuals gain skills and secure stable employment.

**Negative Impacts:**

1. **Economic Barriers:** Socio-economically disadvantaged individuals may face economic barriers in accessing new housing opportunities, such as the costs associated with moving, settling in new areas, and maintaining housing. These financial burdens can exacerbate existing economic challenges.
2. **Access to Resources:** There may be disparities in access to resources and services due to socio-economic factors. Individuals with low income or low academic qualifications may struggle to navigate systems to access the support they need, leading to continued disadvantage.

**Mitigating actions to be taken.**

To ensure that the Traveller Local Plan (TLP) supports the needs of socio-economically disadvantaged individuals and mitigates any potential negative impacts, the following actions will be implemented:

**Enhancing Access to Affordable Housing:**

1. **Affordable Housing Options:** Ensure that Traveller sites provide affordable housing options to accommodate individuals with low income. This can include subsidised housing or rental assistance programs to reduce the financial burden on socio-economically disadvantaged individuals. Collaborate with housing authorities and non-profit organisations to secure funding and resources for affordable housing initiatives within Traveller sites.
2. **Financial Support:** Provide financial support and counseling to help socio-economically disadvantaged individuals navigate the costs associated with moving and settling into new housing. This can include assistance with deposits, moving expenses, and initial living costs. Establish emergency financial aid programs to support residents facing unexpected financial challenges, ensuring they can maintain stable housing.

**Improving Access to Essential Services:**

1. **Healthcare Services:** Ensure that Traveller sites are located near healthcare facilities that offer comprehensive services, including primary care, mental health support, and preventive care. Facilitate transportation options to these facilities to ensure accessibility. Partner with local healthcare providers to offer regular on-site health clinics and mobile health units to provide accessible healthcare services tailored to the needs of socio-economically disadvantaged individuals.
2. **Educational Support:** Work with local education authorities to ensure that children and adults within Traveller communities have access to quality education and training programs. This includes support for school enrollment, transportation, and additional academic assistance. Implement educational programs within Traveller sites to promote adult education and skills development, enhancing employment opportunities for socio-economically disadvantaged individuals.

**Promoting Economic Opportunities:**

1. **Vocational Training and Employment Support:** Provide vocational training and employment support services that cater to the specific needs of socio-economically disadvantaged individuals. This includes job training programs, career counseling, and assistance with job placement. Establish partnerships with local businesses and employers to create job opportunities and apprenticeships for residents, helping them gain work experience and improve their economic stability.
2. **Entrepreneurial Support:** Encourage and support entrepreneurial initiatives within Traveller communities by providing access to small business grants, microloans, and business development resources. This can help socio-economically disadvantaged individuals create their own employment opportunities. Offer workshops and mentoring programs to help residents develop the skills needed to start and manage their own businesses.

**Ensuring Social Inclusion and Community Support:**

1. **Community Engagement:** Foster community engagement by organising events and activities that promote interaction between socio-economically disadvantaged individuals and the broader community. These initiatives can help reduce social isolation and build supportive networks. Encourage the formation of peer support groups within Traveller sites where residents can share experiences, offer mutual support, and access information about available resources.
2. **Inclusive Community Activities:** Organise inclusive community activities that cater to the diverse interests and needs of residents, including socio-economically disadvantaged individuals. This can include educational workshops, recreational activities, and community meetings. Promote the participation of socio-economically disadvantaged individuals in community decision-making processes to ensure their voices are heard and their needs are addressed.

**Monitoring and Evaluation:**

1. **Regular Assessments:** Conduct regular assessments of the Traveller sites to ensure that the needs of socio-economically disadvantaged individuals are being met. This includes evaluating the availability and quality of healthcare, education, and support services. Use data collected from feedback mechanisms to identify areas for improvement and make necessary adjustments to the TLP.
2. **Continuous Improvement:** Implement a continuous improvement process based on the data collected from assessments and feedback. Ensure that the TLP evolves to meet the changing needs of residents and addresses any emerging issues related to socio-economic disadvantage.

**Conclusions**

In conclusion, the TLP aims to provide significant positive impacts for socio-economically disadvantaged individuals by improving housing stability, access to services, and economic opportunities. However, addressing potential negative impacts related to economic barriers and access to resources is essential to ensure the well-being and integration of all residents. Proper planning and support are necessary to mitigate these impacts and promote a supportive environment for socio-economically disadvantaged individuals.

## Section 4 – Monitoring and review

How do you intend to monitor and review the effects of this proposal?

Who will be responsible for assessing the effects of this proposal?

### Monitoring and Review Approach:

#### 1. Regular Data Collection and Analysis:

- **Surveys and Feedback Mechanisms:** Regularly conduct surveys and collect feedback from residents within the Traveller sites to assess their experiences and identify any issues. This feedback will be essential in understanding the direct impact of the plan on the community.
- **Health and Social Indicators:** Monitor key health and social indicators such as healthcare access, educational attainment, employment rates, and housing stability. Collecting and analyzing this data will help measure the plan's effectiveness in improving the well-being of socio-economically disadvantaged individuals.

#### 2. Engagement with Stakeholders:

- **Community Meetings:** Hold regular community meetings to engage with residents and stakeholders. These meetings provide a platform for discussing ongoing issues, gathering input, and updating the community on progress and changes.
- **Partnerships with Local Organisations:** Collaborate with local healthcare providers, educational institutions, non-profits, and other organizations to gather insights and support the monitoring process. These partnerships can offer valuable perspectives and resources.

#### 3. Site Assessments:

- **Periodic Site Visits:** Conduct periodic site visits to assess the physical conditions of the Traveller sites, the quality of amenities, and the effectiveness of implemented policies. These visits will help identify any areas requiring improvement.
- **Environmental and Safety Audits:** Regularly audit environmental conditions and safety measures within Traveller sites to ensure compliance with health and safety standards. Address any identified risks promptly.

#### 4. Reporting and Documentation:

- **Annual Reports:** Prepare and publish annual reports detailing the progress, challenges, and outcomes related to the Traveller Local Plan. These reports will provide transparency and accountability, allowing for public and stakeholder review.
- **Documentation of Changes and Actions:** Maintain detailed records of any changes made to the plan, actions taken to address issues, and the results of these actions. This documentation will be useful for continuous improvement and future planning.

#### 5. Responsibility for Assessing the Effects of the Proposal:

- **Strategic Planning and Design Service:** The Strategic Planning and Design Service will be primarily responsible for overseeing the monitoring and review process. This includes coordinating data collection, analyzing findings, and preparing reports
- **Local Authority Officers:** Local authority officers, including those from Tech Support and Housing Services, will play a critical role in conducting site assessments, gathering resident feedback, and implementing necessary improvements.

- **Partnership with External Experts:** Engage external experts, such as public health professionals, environmental auditors, and social researchers, to provide specialized insights and support the assessment process.
- **Community Involvement:** Involve community representatives and residents in the monitoring process to ensure their voices are heard and their needs are addressed. This participatory approach can enhance the effectiveness and acceptance of the plan.

By implementing a comprehensive monitoring and review strategy and involving key stakeholders, the Council can ensure the Traveller Local Plan achieves its objectives and continuously improves to meet the needs of all protected characteristics.

## Section 5 – Action plan for mitigating actions

Any actions that are already completed should be captured in the equality analysis section above. Any actions that will be implemented once the decision has been made should be captured here.

Identified Issue	Action Required	Lead officer	Timescale/By When	Costs	Review Date/Comments
Economic Barriers	Provide financial support and counselling to help socio-economically disadvantaged individuals with moving and settling costs.	Finance officer  Inclusive growth officer  GRT delivery officer	Initial set up by autumn 2025  Ongoing support through the plan's implementation	Unknown	Quarterly reviews, starting December 2025
	Establish emergency financial aid programs.				
Access to Essential Services	Ensure healthcare services include providers knowledgeable about socio-economic and cultural issues.	Health services	Initial coordination with healthcare providers by October 2025  Monthly on-site clinics starting December 2025	Unknown at this stage	Biannual reviews, starting April 2026
	Facilitate regular on-site health clinics and mobile health units.				
Educational Disadvantages	Collaborate with local education authorities to support school enrolment, transportation, and academic assistance.	Education liaison officer  GRT delivery officer	School support programs initiated by September 2025	Unknown at this stage	Annual reviews, starting September 2026
	Implement adult education and skills development		Adult education programs starting January 2026		

Identified Issue	Action Required	Lead officer	Timescale/By When	Costs	Review Date/Comments
	programs within Traveller sites.				
Employment Opportunities	Provide job training programs, career counselling, and job placement assistance.	Inclusive growth officer GRT delivery officer	Job training programs and partnerships established by November 2025	Unknown at this stage	Quarterly reviews, starting January 2026
	Establish partnerships with local businesses for job opportunities and apprenticeships.		Ongoing support and placements from December 2025		
Social Inclusion and Community Support	Organise community events and activities to promote interaction and reduce social isolation.	GRT delivery officer / community engagement officer	Community events planned and initiated by October 2025	Unknown at this stage	Biannual reviews, starting April 2026
	Encourage the formation of peer support groups.		Peer support groups established by November 2024		
Safety and Stability	Ensure stable and secure housing, with policies to prevent eviction.	Housing officer	Safe spaces established by December 2025	Unknown at this stage	Annual reviews, starting April 2026
	Create designated safe spaces within Traveller sites.				
Regular Monitoring and Evaluation	Conduct regular assessments of Traveller sites and implement a continuous improvement process.	GRT delivery officer	Initial assessment framework established by August 2025	Unknown at this stage	Quarterly reviews, starting November 2025



Identified Issue	Action Required	Lead officer	Timescale/By When	Costs	Review Date/Comments
			Ongoing assessments and reviews quarterly		

By implementing this action plan, the Council can ensure that the Traveller Local Plan is inclusive, supportive, and effectively addresses the needs of socio-economically disadvantaged individuals, enhancing their quality of life and promoting equal access to resources and opportunities. This structured approach aligns with the Council's commitment to promoting equality and fostering a diverse and inclusive community.