

Equality Impact Assessment (EqIA) for Click or tap here to enter title.

Date: 19/02/2018	Scheduled refresh date: <small>Click or tap to enter a date.</small>	Version: 1
Service: Housing Service	Completed by: Simon Price/Baljinder Reyatt	Signed-off by: <small>Click or tap here to enter text.</small>
What key decision activity are you completing this EqIA for?		
Policy/Strategy <input checked="" type="checkbox"/>	Decision <input type="checkbox"/>	Service <input type="checkbox"/>

STAGE 1: INITIAL SCREENING

1.1: Did you answer yes to any question in the EqIA Criteria Checklist? <i>(Source: EqIA Criteria Checklist, Appendix B, EqIA Guidance)</i>	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>
<small>Click or tap here to enter text.</small>		

1.2: What are the aims and objectives of the policy/strategy, decision or service?

The main objective of the policy is to improve the delivery of removal of unauthorised encampments in the Borough by improving working ties with Thames Valley Police and extend the options available to Wokingham Borough Council to legally remove unauthorised encampments with a new protocol for all partners involved in the removal of unauthorised encampments, including the use of Common Law powers, which have previously not been adopted by Wokingham Borough Council.

STAGE 2: SCOPE AND DEFINE

2.1: Who are the main beneficiaries of the policy, decision or service?

Residents in the Borough will benefit from less disruption from any unauthorised encampments. More efficient removal of unauthorised encampments from areas such as parks and nature reserves will reduce the environmental impact any sites may have.

2.2: Who has been involved in the creation of the policy, decision or service? Who will it impact?

The proposal has been drafted by the Wokingham Borough Council Housing Service in conjunction with Thames Valley Police. The work will impact on Officers in the Council who are responsible for removing any unauthorised encampments and partners in Thames Valley Police. The proposed new protocols should enable a unified approach to removing encampments more efficiently and quickly.

STAGE 3: INFORMATION GATHERING/EVIDENCE

3.1: What Secondary Data did you use in the creation of this EqIA?

Data has been provided that provides the frequency of unauthorised encampments in the Borough, data on welfare checks that were prevalent on any sites and the average number of days unauthorised encampments were on sites. Qualitative research included draft procedures and process on managing unauthorised encampments from West Midlands Police and Sandwell Metropolitan Borough Council. Civil, Criminal and Common Law powers being considered in the Wokingham Borough Council and Thames Valley Police draft are the same in the West Midlands Police and Sandwell Council draft.

3.2: What Primary data did you use in the creation of this EqIA?

Consultations, questionnaires and focus groups were not required when researching this proposal.

STAGE 4: ASSESSING THE IMPACT

Please complete the impact assessment table below by identifying any function or service that is likely to touch on any of the 3 main duties of the Equality Act 2010, then select the protected characteristic that maybe effected by the decision.

STAGE 5: ADDRESSING THE ISSUES

Once you have identified the impacts, please consider ways to tackle each of the negative impacts identified in order to mitigate them by completing the mitigation section of the table.

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4 & 5: IMPACT ASSESSMENT AND ACTION PLAN

Consider the 3 main duties set out in the Equality Act 2010

1. Eliminate discrimination, harassment, victimisation and other conduct that is prohibited under the Act
2. Advance equality of opportunity between persons who share relevant protected characteristics and persons who do not share it
3. Foster good relations between persons who share a relevant protected characteristic and persons who do not share it

Protected Characteristics	IMPACT ASSESSMENT			MITIGATION			
	(+ve / 0 / -ve)	Nature/Explanation	Main Duty (1-3)	Action required	Who is responsible?	By when?	Expected outcome
Race	-	GRT Communities be stigmatised by local communities due to the nature of the way they live	1	Ensure any members of the GRT Community are not subject to any discrimination if they set up an authorised encampment in the Borough	Housing Service Officers/Thames Valley Police		Eliminate/reduce any discrimination against the GRT Community and foster good relations
Disability	+	Members of the GRT Community have traditionally low literacy rates	3	Ensure any documents families receive are in a format that can be digested and understood by travellers	Housing Service/Thames Valley Police		Enable GRT communities who have set up unauthorised encampments to understand their rights and the procedures the Council/Police use to have them removed and foster good relations
Gender	0	The policy does not have a specific effect on gender issues					
Age	0	The policy does not have a specific effect on age					
Sexual orientation	0	The policy does not have a specific effect on sexual orientation					
Religion/ belief	0	The policy does not have a specific effect on religion/beliefs					
Gender Reassignment	0	The policy does not have a specific effect on gender reassignment					
Pregnancy and maternity	+	As part of welfare checks pregnant occupiers are recorded	3	Ensure that any expecting mothers on unauthorised encampments are aware of local services such as health clinics and hospitals should they be required	Housing Service Officers	Ongoing, recorded for each encampment	Improve relations with travellers on unauthorised encampments

STAGE 6: REVIEW & SCRUTINY

6.1: Has your EqlA been considered at your service's Management Team for discussion?

Yes

No

If yes, date of meeting: [Click or tap to enter a date.](#)

6.2: After discussion with Management Teams, list comments, criticisms or alternative approaches suggested regarding the impacts and actions of the policy/strategy, decision or service.

What changes, if any, have been taken following discussion with your service Management Team?

Discussions on the new approach have been positive as it enables better working procedures and partnerships for Wokingham Borough Council.

STAGE 7: PUBLICATION AND COMMUNICATION OF RESULTS

7.1: How will the assessment, consultation and outcomes be published and communicated?

Outcomes will be published on the Wokingham Borough Council website.

STAGE 8: EMBEDDING ACTIONS INTO DELIVERY PLANS

8.1: Has your delivery plan been updated to incorporate the activities identified in the EqlA to mitigate any negative impacts that you have discovered?

The Unauthorised Encampments Policy and Procedure will need to be updated to reflect the new powers available and the procedures used.

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