Assessment Summary
This Equality Impact Assessment (EIA) considered the impact of an update to the policy for the removal of unauthorised encampments on the protected characteristics and other groups, in line with the Public Sector Equality Duty (PSED) and the Equality Act 2010. Where any adverse impact has been identified, mitigating actions have been considered.

Details of assessment and key findings
The original policy underwent an equalities impact assessment in November 2010 and it was concluded that moving an unauthorised encampment on, and recovering possession of land may have an adverse impact on some members of the Gypsy & Traveller community. However, it was concluded that enforcement actions are within current legislation, and welfare checks for those affected by enforcement action, would help to mitigate any adverse impacts on these communities. This conclusion is still relevant for this assessment.

The key changes between the proposed updates to the policy and what is currently in place is as follows:
- Separation of policy from procedure
- Give discretion to use s.77 powers in respect of private land in exceptional circumstances.
- Use broader powers available under existing legislation in response to repeat encampments.

In the event of a situation where the council acted on behalf of a private land owner, a welfare check would be undertaken prior to any view on the decision to direct persons to leave.

The decision to direct persons to leave land is determined by the Head of Law and Governance rather than the Gypsy & Traveller Liaison Officer or the Environmental Health Manager. This ensures independent and qualified scrutiny of officer’s recommendations. In a situation where prosecution was considered, any decision to take proceedings would have to be ratified by the Head of Service to ensure, the evidential and public interest tests are satisfied.

Conclusion and recommendations
The updates proposed are within existing legislation and there are measures in place to mitigate any potential adverse impacts of the enforcement method used by virtue of welfare checks for each unauthorised encampment the council becomes involved with. The final decision to direct unauthorised encampments to leave has been delegated to Head of Law and Governance, who will scrutinise the recommendation made by the Gypsy & Traveller Liaison Officer on a case-by-case basis.
Equality Impact Assessment  

Stage 5

Recommended actions:
- The processes set out in the policy should be clearly communicated to all communities.
- Work should be monitored to ensure that any unforeseen impacts of the changes are identified and, where possible addressed.
## Stage 6 – Validation Decision Notice

<table>
<thead>
<tr>
<th>Title of policy/proposal etc. and EIA number</th>
<th>47 - Update to the policy for the removal of unauthorised encampments</th>
</tr>
</thead>
<tbody>
<tr>
<td>Date of assessment</td>
<td>23 March and 5 November 2015</td>
</tr>
<tr>
<td>Job titles of assessors</td>
<td>Project Manager, MIS Property &amp; Principal Environmental Health Officer, Policy Officer</td>
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</tbody>
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**Consider:**

- Was discrimination or disadvantage identified?  
  - Yes [✓]  
  - No  

- If so, was this overcome/can this be overcome? - Welfare checks  
  - Yes  
  - No [✓]  

- Is the service promoting equality?  
  - Yes [✓]  
  - No  

- Could the service be improved in promoting equality?  
  - Yes  
  - No [✓]  

- Were the Initial Assessment / Screening and Scoping exercises satisfactory?  
  - Yes  
  - No [✓]  

- Is there good evidence/reasoning to support the decisions made?  
  - Yes  
  - No [✓]  

- Are the customers' needs understood and met?  
  - Yes  
  - No [✓]  

- If actions have been identified, do they address the main issues raised?  
  - Yes  
  - No [✓]  

- Does the summary report properly reflect the key findings of the assessment?  
  - Yes [✓]  
  - No  

If you have and comments, please note them here:

The decision is to: Validate [✓] Not validate  

If not validated, please explain:  

Signed: Shella Smith  

Designation: Head of HR  

Name: Shella Smith  

Date: 10/12/15