

Title of service being assessed	Essex Countywide Traveller Unit
Directorate	Place Operations
Name and role of officer completing this assessment	Anna Lambert, Head of Delivery Transition
Contact Telephone Number	07717 867490
Date Assessment Completed	05/07/2011, Reviewed December 2014

1. Which equality strands have you included in your data collection/ analysis and consultations?

- | | |
|--|---|
| <input checked="" type="checkbox"/> Race and Culture | <input type="checkbox"/> Gender reassignment |
| <input checked="" type="checkbox"/> Age | <input checked="" type="checkbox"/> Pregnancy and Maternity |
| <input type="checkbox"/> Sexual orientation | <input type="checkbox"/> Marital Status and Civil Partnership |
| <input checked="" type="checkbox"/> Disability | <input type="checkbox"/> Religion and Belief |
| <input checked="" type="checkbox"/> Carers | <input checked="" type="checkbox"/> Socio- economic and/ or health inequalities |
| <input checked="" type="checkbox"/> Gender | <input checked="" type="checkbox"/> Other (e.g. rural isolation) |

2. What are the key findings/ observations resulting from the data/ consultations? Please include all findings that demonstrate inequality...You may wish to record inequality issues for additional groups (for example rural isolation, financially disadvantaged etc) please do this using box g.

a. Race and Culture

- Education is under-utilised by some in the population because it does not appear to be relevant to their culture or able to improve their life chances
- Many Gypsy and Traveller families are mobile and this can impact on children's attendance at school and access to education
- Some Gypsy and Traveller families experienced and/or fear discrimination

b. Age

- Data indicates that adult social care is significantly under accessed by the population
- School attendance is poor and Romany Gypsies and Irish Travellers have the worst formal education outcomes of all ethnic groups
- Transition rates from primary to secondary schools tend to be low within this community

c. Sexual Orientation

- This is not deemed an issue to the Gypsy and Traveller population

d. Disability

- Data demonstrates that Gypsies and Travellers are subject to a range of health inequalities, including higher rates of disability and chronic long term conditions (where data exists)
- Negative views of 'disability' within some parts of the Gypsy and Traveller Community can lead to poor uptake of service
- Adult social care is significantly under accessed by the population (link to age)

e. Carers

- Less than half of carers said they were receiving help from service providers

f. Gender

- Data and consultation responses indicate that there are very distinct gender roles within the community (i.e. women are identified as being the source of health advice and support, whereas men are expected to provide income). More work is required to explore this in greater detail.

g. Gender reassignment

- This is not deemed an issue to the Gypsy and Traveller population

h. Pregnancy and maternity

- This is a key issue for Gypsies and Travellers – 17.6% experience the death of a child compared to 0.9% of the rest of the population
- Formal medical advice and support before, during and after pregnancy is under accessed. This

results in increased risks during pregnancy and important universal health services such as immunisations not being accessed
i. Marital Status and Civil Partnership
<ul style="list-style-type: none"> Marriage can be a strong focus for the Gypsy and Traveller culture, but does not directly link to disadvantage
j. Religion and Belief
<ul style="list-style-type: none"> Religion can be a strong focus for the Gypsy and Traveller culture , but does not directly link to disadvantage
k. Addressing Socio economic and / or health inequalities
<ul style="list-style-type: none"> Many within Gypsy and Traveller communities are subject to economic disadvantage. This is linked to a decline in traditional economic activities, the challenge of identifying new economic opportunities – this is made more challenging by poor education outcomes Gypsies and Travellers are subject to stark health inequalities. For example, they live between 10-12 years less than the population as a whole Gypsies and Travellers are far more likely to have fire incidents in comparison with population as a whole. This represents a health inequality
l Other (e.g. rural isolation)
<ul style="list-style-type: none"> Rural isolation is a critical issue especially for those living on sites without access to their own transport or public transport (in many cases this appears to be women and children). This is an important issue as it inhibits access to services and limits economic opportunities There is inconsistency in the way in which unauthorised encampments are resolved by authorities throughout the County. Continuity of service access can be very difficult to maintain in the event of enforcement action

3.We have a duty to promote equal opportunities and promote good relations between community groups as well as eliminate discrimination. Please list below any opportunities to promote equal opportunities or good community relations within your review area.

Equality Group	Opportunity
Gypsies and Travellers	Equality of access/opportunity with regards to mainstream services (education and health in particular) Encourage uptake of services where current use is disproportionately low and particularly where this is resulting in poor outcomes
Gypsies and Travellers	Improved community cohesion in the broadest sense between those living on sites and the community as a whole by promoting understanding
Gypsies and Travellers	Implement a consistent approach to managing unauthorised encampments which is visibly fair and proportionate in the action it takes which is understood by Gypsies and Travellers, communities in the broadest sense and stakeholders such as local authorities. The experience of Northamptonshire demonstrates that this can reduce the number of problematic incidents associated with encampments, benefit community cohesion, improve access to services and increase the number of encampments where enforcement action is not required

4. Adverse impacts and/or inequalities in policy or service delivery that need to be resolved or mitigated. It is likely that you will have more than one possible solution for each issue

a. Race

Adverse Impact and/or inequality	Possible Solutions
Understanding of Gypsy and Traveller culture and lifestyle by services is mixed, impacting on service delivery and outcomes	Unit to proactively promote understanding of culture and lifestyle in its communications and contact with services and communities

Perception that education is not relevant to culture and lifestyle	Unit to promote a range of education opportunities to the community as a whole. Unit to make clear links between gaining education and skills and the lifestyle opportunities they can provide. Unit will actively encourage the promotion and celebration of Gypsy and Traveller culture
b. Age	
Adverse Impact and/or inequality	Possible Solutions
Data indicates that adult social care is significantly under accessed by the population	Unit will promote understanding of adult social care (including Direct Budgets) and its potential benefits. Unit will support access to social care and facilitate onsite assessments of need where required
School attendance is poor and Romany Gypsies and Irish Travellers have the worst formal education outcomes of all ethnic groups	Unit will support activities of existing services to improve attendance and achievement. Unit will work with community to raise the profile of education and skills and support access to schools. If children are missing from education without any due reason, the Unit will make referrals to Education Welfare
c. Sexual Orientation	
Adverse Impact and/or inequality	Possible Solutions
d. Disability	
Adverse Impact and/or inequality	Possible Solutions
Data demonstrates that Gypsies and Travellers are subject to a range of health inequalities, including higher rates of disability and chronic long term conditions (where data exists)	Unit will support access to mainstream health services such as GPs and also work with CCGs where appropriate to undertake specific interventions and campaigns either on or off site i.e. to increase immunisation rates
Adult social care is significantly under accessed by the population (link to age)	(See b. (age))
e. Carers	
Adverse Impact and/or inequality	Possible Solutions
Less than half of carers said they were receiving help from service providers	Unit to increase awareness of services, how to access them and to support access to these if required
f. Gender	
Adverse Impact and/or inequality	Possible Solutions
g. Gender reassignment	
Adverse Impact and/or inequality	Possible Solutions
h. Pregnancy and maternity	
Adverse Impact and/or inequality	Possible Solutions
Mortality rates of young children are far higher in	Unit to work with GPs and CCGs to increase links

Gypsy and Traveller communities than the population as a whole	with health services, early engagement with health services during a pregnancy and to maintain links following birth to ensure essential health tasks i.e. immunisations are undertaken
Formal medical advice and support before, during and after pregnancy is under utilised	See above
i. Marital Status and Civil Partnership	
Adverse Impact and/or inequality	Possible Solutions
j. Religion and belief	
Adverse Impact and/or inequality	Possible Solutions
k. Addressing Socio economic and/ or health inequalities	
Adverse Impact and/or inequality	Possible Solutions
Many within Gypsy and Traveller communities are subject to economic disadvantage. This is linked to a decline in traditional economic activities, the challenge of identifying new economic opportunities – this is made more challenging by poor education outcomes	Education and skills inequalities are addressed through the activities of the Unit and efforts of wider services. Unit to work with communities and wider services to ensure those eligible for benefits are aware and able to access them
Gypsies and Travellers are subject to stark health inequalities. For example, they live between 10-12 years less than the population as a whole	Health, education, skills and fire safety work by Unit is intended to address this over the long term
Gypsies and Travellers are far more likely to have fire incidents in comparison with population as a whole. This represents a health inequality	Unit to work with communities to ensure sites have fire safety plans, disseminate fire safety guidance and advice to all sites and to roll out gas cylinder exchange programmes to high priority sites
l Other	
Adverse Impact and/or inequality	Possible Solutions
Rural isolation is a critical issue especially for those living on sites without access to their own transport (in many cases this appears to be women and children). This is an important issue as it inhibits access to services and limits economic opportunities	Where issues are identified, work with Passenger Transport to address these where this is possible
There is inconsistency in the way in which unauthorised encampments are resolved by authorities throughout the County. Continuity of service access can be very difficult to maintain in the event of enforcement action	Implement a consistent approach to managing unauthorised encampments through the ECTU which is visibly fair and proportionate in the action it takes which is understood by Gypsies and Travellers, communities in the broadest sense and stakeholders such as local authorities

5. You now need to complete the action plan. You need to prioritise the work that needs to be done. If you have found any adverse impact or discrimination that is illegal you must address these immediately and therefore they will be top priority in your action plans. The notes for guidance will help you to prioritise your other actions. If there are areas which you feel need to be looked at in more detail then the resulting action may be an additional EIA focussing on a specific area of concern.

IMPROVEMENT PLAN

Please list the actions that you need to take as a result of this assessment. Directors will need to decide how these actions will be prioritised.

Issue Identified	Issues taken from question 4	Action Required – agreed solution	Name of service /unit/ individual's work plan where action will be included.	Officers responsible – Directorate Lead and Action Lead	Details of Cost – inc. Resource & financial	By when
1 Race	<ul style="list-style-type: none"> Understanding of Gypsy and Traveller culture and lifestyle by services is mixed, impacting on service delivery and outcomes Perception that education is not relevant to culture and lifestyle 	<ul style="list-style-type: none"> Unit to proactively promote understanding of culture and lifestyle in its communications and contact with services and communities Unit to promote a range of education opportunities to the community as a whole. Unit to make clear links between gaining education and skills and the 	ECTU workplan	Steve Andrews/ Anna Lambert	ECTU team resource	Commencing from launch of ECTU

		lifestyle opportunities they can provide. Unit will actively encourage and promote community cohesion				
2 Age	<ul style="list-style-type: none"> Data indicates that adult social care is significantly under accessed by the population School attendance is poor and Romany Gypsies and Irish Travellers have the worst formal education outcomes of all ethnic groups 	<ul style="list-style-type: none"> Unit will promote understanding of adult social care (including Direct Budgets) and its potential benefits. Unit will support access to social care and facilitate onsite assessments of need where required Unit will support activities of existing services to improve attendance and achievement. Unit will work with community to raise the profile of education and skills and work with schools to address issues 	ECTU workplan	Steve Andrews/ Anna Lambert	ECTU team resource	Commencing from launch of ECTU

		should they arise. If children are missing from education without any due reason, the Unit will make referrals to Education Welfare				
3 Disability	<ul style="list-style-type: none"> Data demonstrates that Gypsies and Travellers are subject to a range of health inequalities, including higher rates of disability and chronic long term conditions (where data exists) Adult social care is significantly under accessed by the population (link to age) 	<ul style="list-style-type: none"> Unit will support access to mainstream health services such as GPs and also work with PCTs to undertake specific interventions and campaigns either on or off site i.e. to increase immunisation rates 	ECTU workplan	Steve Andrews/ Anna Lambert	ECTU team resource	Commencing from launch of ECTU
4 Carers	<ul style="list-style-type: none"> Less than half of carers said they were receiving help from service providers 	<ul style="list-style-type: none"> Unit to increase awareness of services, how to access them and to support access to these if required 	ECTU workplan	Steve Andrews/ Anna Lambert	ECTU team resource	Commencing from launch of ECTU

5 Pregnancy	<ul style="list-style-type: none"> • Mortality rates of young children are far higher in Gypsy and Traveller communities than the population as a whole • Formal medical advice and support before, during and after pregnancy is under utilised 	<ul style="list-style-type: none"> • Unit to work with GPs and PCTs to increase links with health services, early engagement with health services during a pregnancy and to maintain links following birth to ensure essential health tasks i.e. immunisations are undertaken 	ECTU workplan	Steve Andrews/ Anna Lambert	ECTU team resource	Commencing from launch of ECTU
6 Socio-economic and/or health inequalities	<ul style="list-style-type: none"> • Many within Gypsy and Traveller communities are subject to economic disadvantage. This is linked to a decline in traditional economic activities, the challenge of identifying new economic opportunities – this is made more challenging by poor 	<ul style="list-style-type: none"> • Education and skills inequalities are addressed through the activities of the Unit and efforts of wider services. Unit to work with communities and wider services to ensure those eligible for benefits are aware and able to access them • Health, education, skills and fire safety work by Unit is intended to 	ECTU workplan	Steve Andrews/ Anna Lambert	ECTU team resource	Commencing from launch of ECTU

	<p>education outcomes</p> <ul style="list-style-type: none"> Gypsies and Travellers are subject to stark health inequalities. For example, they live between 10-12 years less than the population as a whole Gypsies and Travellers are far more likely to have fire incidents in comparison with population as a whole. This represents a health inequality 	<p>address this over the long term</p> <ul style="list-style-type: none"> Unit to work with communities to ensure sites have fire safety plans, disseminate fire safety guidance and advice to all sites and to roll out gas cylinder exchange programmes to high priority sites 				
7 Other	<ul style="list-style-type: none"> Rural isolation is a critical issue especially for those living on sites without access to their own transport (in many cases this appears to be women and children). This is 	<ul style="list-style-type: none"> Where issues are identified, work with Passenger Transport to address these where this is possible Implement a consistent approach to managing 	<p>Passenger Transport</p> <p>ECTU workplan</p>	<p>Steve Andrews/ Anna Lambert</p> <p>Steve Andrews/ Anna Lambert</p>	<p>To be met through adapting existing resources where this is practicable</p> <p>ECTU team resource</p>	<p>Commencing from launch of ECTU</p>

	<p>an important issue as it inhibits access to services and limits economic opportunities</p> <ul style="list-style-type: none"> • There is inconsistency in the way in which unauthorised encampments are resolved by authorities throughout the County. Continuity of service access can be very difficult to maintain in the event of enforcement action 	<p>unauthorised encampments through the ECTU which is visibly fair and proportionate in the action it takes which is understood by Gypsies and Travellers, communities in the broadest sense and stakeholders such as local authorities</p>				
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Further EIAs Required

Subject	Planned Date	Lead Officer	Action Officer
Regular review of EIA	Annual	Anna Lambert	Steve Andrews