

## EQIA Submission – ID Number

### Section A

**EQIA Title**

Revised Gypsy and Traveller Site Pitch Allocations Policy

**Responsible Officer**

Natalie Liddiard - GT GC

### Type of Activity

**Service Change**

No

**Service Redesign**

No

**Project/Programme**

No

**Commissioning/Procurement**

No

**Strategy/Policy**

Strategy/Policy

**Details of other Service Activity**

No

### Accountability and Responsibility

**Directorate**

Growth Environment and Transport

**Responsible Service**

GRT Resident Service

**Responsible Head of Service**

Tom Marchant - GT EW

**Responsible Director**

Stephanie Holt-Castle - GT GC

### Aims and Objectives

**Context**

The Kent County Council Gypsy and Traveller Site Pitch Allocation Policy was last updated in 2012 and it sets out how the County Council will establish an applicants need for a pitch on a site it owns, and how vacant plots will be allocated. The current version is published on the Kent County Council website and is actively used to inform pitch allocation.

This policy is pivotal to the good management of our sites and to ensure that our sites provide a safe environment for Gypsy and Traveller communities.

The current policy is out of date and in need of a review and refresh to ensure that it includes learnings from recent enforcement and compliance actions, as well as good practice adopted by other Local Authority Gypsy and Traveller teams.

The EqIA has been updated following formal public consultation and considering the amendments to the Policy made as a result of consultation and feedback

**Aims of the policy**

- To provide pitches on KCC owned sites for eligible Gypsies & Travellers
- To provide a safe environment for Gypsy and Traveller communities to live and thrive in Kent by allocating pitches on a fair and consistent basis

- To recognise the diversity of the Gypsy Roma Traveller communities
- To make best use of pitches for permanent use
- To ensure that pitches are allocated fairly and transparently and based on priority need.

In summary, screening of the project has not highlighted any significant direct negative impact on any of the protected groups and the recent revisions made have considered potential challenges that applicants could face.

## Section B – Evidence

**Do you have data related to the protected groups of the people impacted by this activity?**

Yes

**It is possible to get the data in a timely and cost effective way?**

Yes

**Is there national evidence/data that you can use?**

Yes

**Have you consulted with stakeholders?**

Yes

**Who have you involved, consulted and engaged with?**

Following endorsement from the Growth, Economic Development and Communities Cabinet Committee to proceed to public consultation, a vast amount of work was undertaken to raise awareness of the consultation and promote the opportunity to provide feedback to a wide range of stakeholders. This included:

- Recording and publicising two videos to introduce the consultation and to summarise the proposed changes
- Hosting and publicising 5 face to face events in libraries across Kent, including an event on a Saturday to consider those who worked Monday to Friday
- Direct contact with every resident on sites owned and managed by the Authority by text message, letter and a visit by a Site Manager at the start of the consultation and again part way through
- Direct contact with every applicant currently on the waiting list for a pitch on a site owned by the Authority, at the start of the consultation and again part way through
- Direct emails to 172 stakeholder partners and organisations, at the start of the consultation and again part way through
- Presentation at the Kent Housing Officers Group meeting
- Publication of the consultation on the Let's Talk Kent website
- Highlighting the consultation on the Gypsy and Traveller Service pages on kent.gov.uk
- Social media post promoting the face-to-face events

A summary of engagement with the consultation webpage, material and social media is:

- 953 page views, 581 visits by 536 unique visitors.
- 108 document downloads, including 74 downloads of the consultation document, and 26 views of the videos to help explain the proposed changes.
- 8,500 post views, with 501 clicks on social media.

In total, 13 responses were received to the consultation

**Has there been a previous Equality Analysis (EQIA) in the last 3 years?**

No

**Do you have evidence that can help you understand the potential impact of your activity?**

Yes

## Section C – Impact

**Who may be impacted by the activity?**

Service Users/clients

No
<b>Staff</b> No
<b>Residents/Communities/Citizens</b> Residents/communities/citizens
<b>Are there any positive impacts for all or any of the protected groups as a result of the activity that you are doing?</b>
Yes
<b>Details of Positive Impacts</b>
<p>Age – Low Positive Impact The revised Policy provides the application in different formats which considers differing levels of literacy and digital literacy, some of which will be related to age. The revised policy provides an approach which offers support in completing the application process and in providing all necessary information.</p> <p>Disability – Low Positive Impact The revised Policy takes into consideration the abilities of all forms of disability to access the new format and provides a consistent process which is fair to all. The revised Policy provides the application in different formats which considers differing levels of literacy and digital literacy, some of which will be related to age. The revised policy provides an approach which offers support in completing the application process and in providing all necessary information.</p> <p>Race – Low Positive Impact The sites managed by the KCC GRT Resident Service are designated specifically for those from within the Gypsy, Roma and Traveller communities. The revised Policy recognises the diversity within these communities.</p> <p>Carers – Low Positive Impact The revised Policy takes into carer status into consideration, and this is incorporated in the application form and considered separately in the scoring criteria.</p>
<b>Negative impacts and Mitigating Actions</b>
19. Negative Impacts and Mitigating actions for Age
<b>Are there negative impacts for age?</b>
No. Note: If Question 19a is "No", Questions 19b,c,d will state "Not Applicable" when submission goes for approval
<b>Details of negative impacts for Age</b>
Not Completed
<b>Mitigating Actions for Age</b>
Not Completed
<b>Responsible Officer for Mitigating Actions – Age</b>
Not Completed
20. Negative impacts and Mitigating actions for Disability
<b>Are there negative impacts for Disability?</b>
Yes
<b>Details of Negative Impacts for Disability</b>
The revised policy takes into consideration the abilities of all forms of disability to access the new format
<b>Mitigating actions for Disability</b>
The revised policy provides a consistent process which is applied to all. Assistance in completing an application form is available through the GRT Resident Service Disability is considered in the points allocation criteria. To ensure that we are aware of a disabled applicant having issues in applying, contact details for the team

will be published on all application documentation.
<b>Responsible Officer for Disability</b>
Natalie Liddiard
<b>21. Negative Impacts and Mitigating actions for Sex</b>
<b>Are there negative impacts for Sex</b>
No. Note: If Question 21a is "No", Questions 21b,c,d will state "Not Applicable" when submission goes for approval
<b>Details of negative impacts for Sex</b>
Not Completed
<b>Mitigating actions for Sex</b>
Not Completed
<b>Responsible Officer for Sex</b>
Not Completed
<b>22. Negative Impacts and Mitigating actions for Gender identity/transgender</b>
<b>Are there negative impacts for Gender identity/transgender</b>
No. Note: If Question 22a is "No", Questions 22b,c,d will state "Not Applicable" when submission goes for approval
<b>Negative impacts for Gender identity/transgender</b>
Not Completed
<b>Mitigating actions for Gender identity/transgender</b>
Not Completed
<b>Responsible Officer for mitigating actions for Gender identity/transgender</b>
Not Completed
<b>23. Negative impacts and Mitigating actions for Race</b>
<b>Are there negative impacts for Race</b>
No. Note: If Question 23a is "No", Questions 23b,c,d will state "Not Applicable" when submission goes for approval
<b>Negative impacts for Race</b>
Not Completed
<b>Mitigating actions for Race</b>
Not Completed
<b>Responsible Officer for mitigating actions for Race</b>
Not Completed
<b>24. Negative impacts and Mitigating actions for Religion and belief</b>
<b>Are there negative impacts for Religion and belief</b>
No. Note: If Question 24a is "No", Questions 24b,c,d will state "Not Applicable" when submission goes for approval
<b>Negative impacts for Religion and belief</b>
Not Completed
<b>Mitigating actions for Religion and belief</b>
Not Completed
<b>Responsible Officer for mitigating actions for Religion and Belief</b>
Not Completed
<b>25. Negative impacts and Mitigating actions for Sexual Orientation</b>
<b>Are there negative impacts for Sexual Orientation</b>
No. Note: If Question 25a is "No", Questions 25b,c,d will state "Not Applicable" when submission goes for approval
<b>Negative impacts for Sexual Orientation</b>
Not Completed
<b>Mitigating actions for Sexual Orientation</b>

Not Completed
<b>Responsible Officer for mitigating actions for Sexual Orientation</b>
Not Completed
<b>26. Negative impacts and Mitigating actions for Pregnancy and Maternity</b>
<b>Are there negative impacts for Pregnancy and Maternity</b>
No. Note: If Question 26a is "No", Questions 26b,c,d will state "Not Applicable" when submission goes for approval
<b>Negative impacts for Pregnancy and Maternity</b>
Not Completed
<b>Mitigating actions for Pregnancy and Maternity</b>
Not Completed
<b>Responsible Officer for mitigating actions for Pregnancy and Maternity</b>
Not Completed
<b>27. Negative impacts and Mitigating actions for Marriage and Civil Partnerships</b>
<b>Are there negative impacts for Marriage and Civil Partnerships</b>
No. Note: If Question 27a is "No", Questions 27b,c,d will state "Not Applicable" when submission goes for approval
<b>Negative impacts for Marriage and Civil Partnerships</b>
Not Completed
<b>Mitigating actions for Marriage and Civil Partnerships</b>
Not Completed
<b>Responsible Officer for Marriage and Civil Partnerships</b>
Not Completed
<b>28. Negative impacts and Mitigating actions for Carer's responsibilities</b>
<b>Are there negative impacts for Carer's responsibilities</b>
No. Note: If Question 28a is "No", Questions 28b,c,d will state "Not Applicable" when submission goes for approval
<b>Negative impacts for Carer's responsibilities</b>
Not Completed
<b>Mitigating actions for Carer's responsibilities</b>
Not Completed
<b>Responsible Officer for Carer's responsibilities</b>
Not Completed