

APPENDIX C

KENT COUNTY COUNCIL EQUALITY IMPACT ASSESSMENT

Please read the EqIA GUIDANCE and the EqIA flow chart available on KNet.

Directorate:
EE PE

Name of policy, procedure, project or service

Variation to the Gypsy and Traveller Pitch Allocation Policy for Coldharbour Gypsy & Traveller Site, Aylesford, Tonbridge & Malling.

What is being assessed?

Impact of proposed variation to the Allocations Policy

Responsible Owner/ Senior Officer

Bill Forrester

Date of Initial Screening

5th June 2013



Screening Grid

Characteristic	Could this policy, procedure, project or service affect this group less favourably than others in Kent? YES/NO If yes how?	Assessment of potential impact HIGH/MEDIUM LOW/NONE UNKNOWN		Provide details: a) Is internal action required? If yes what? b) Is further assessment required? If yes, why?	Could this policy, procedure, project or service promote equal opportunities for this group? YES/NO - Explain how good practice can promote equal opportunities
		Positive	Negative		
Age	Yes, the variation (LLP) could have an effect on this protected characteristic as it is suggested that those with most need that are not resident on an unauthorised site or without local connection may be disadvantaged. Whilst applicants must be aged 18 or over, the policy supports those aged 60+ who may also have substantial or moderate medical conditions and these applications are assessed case by case. Special considerations are also given to families with school age children.	none	low	a) Each case will be judged on its merits which will include applicants who are under 18 years and have young children or are pregnant b) Evidence will need to be verified in order to confirm that priority need and vulnerable persons are identified	No – However best practice will ensure that all applications are investigated and points awarded to promote independence and equality however those on unauthorised sites will take overall priority. Currently there are less than 20 unauthorised sites in the borough.
Disability	Yes, the variation (LLP) could have an effect on this protected characteristic as it is suggested that those with most need that are not resident on an unauthorised site or without local connection may be disadvantaged. The allocations policy supports those with disabilities, applicants with a registered or recognised	none	low	a) Each case will be judged on its merits. b) Evidence will need to be verified in order to confirm that priority need and vulnerable persons are identified. Any applicant who declares any type of disability without evidence will be sign posted to the appropriate agencies in order that reasonable adjustments can be made.	No – However identification and referrals to appropriate services will promote independence and equality

	disability will have their case assessed fully.			<p>a) as cases of exceptional need will be judged on their own merits, men with exceptional health or other needs will be fairly considered.</p> <p>b) No further assessment is required at present, but the policy will be reviewed six months after the new pitches are available, and annually thereafter.</p>	
Gender	The variation to the policy could impact more on men than women, but only because children get points within the points system, and children may be more likely to be living with their mother, if with only one parent. But the impact is low and overall it is a proportionate means to achieve a legitimate objective of advancing stability for children through access to site accommodation.	none	low		
Gender reassignment	There can be strong feelings on this issue amongst many close-knit communities, including those in Traveller communities. But this issue would not stop a pitch offer being made. The benefits of diversity apply to all communities, and the management of stereotypical approaches would be a separate issue from the decision about allocation.	none	low		<p>a) there is currently no question on this on the application form, but consideration will be given to this.</p> <p>b) If information like this is provided, further assessment can be carried out.</p>
Race	Although some may argue that English Gypsies and Irish Travellers cannot live on the same site, there are sites where they clearly co-exist peacefully. The policy variation will make no distinction on grounds of race. Members of either of the two main racial groups, if they meet the criteria for selection, will be	n/a	n/a	<p>a) It is important to ensure equal access to sites for members of both main communities (and others),</p> <p>b) The review of the Local Lettings Plan can review the actual impact that has occurred, and recommend any corrective action required.</p>	Positive Policy on this could certainly promote more equal opportunities, and wider awareness. Just the fact of different races living successfully on the same site will send out a powerful message.

	offered pitches. The policy does not include any requirements which are less able to be met by members of either group, although there are more English Gypsies than Irish Travellers within the Borough, as far as is known.					
Religion or belief	The policy variation should have little or no impact on the likelihood for pitch offers of those with different religions or beliefs. We cannot foresee this characteristic making any difference, while we respect it.	none	low	No further internal action or further assessment is required at this stage, but review in future will be essential.	Positive Policy on this could certainly promote more equal opportunities, and wider awareness.	
Sexual orientation	As with gender reassignment, there can be strong views within Traveller communities on this issue. But it would have no foreseeable impact on the selection process, and any issues would be managed separately.	none	low		No further internal action or further assessment is required at this stage, but review in future will be essential.	Positive Policy on this could certainly promote more equal opportunities, and wider awareness.
Pregnancy and maternity	The policy variation could have an effect on pregnant women or new mothers, if they are not resident on an unauthorised site and without local connection. Where an applicant or their partner is pregnant, however, the points system reflects it, and any exceptional cases of those from other areas can be considered on a case by case basis. Due to Children Act duties, we believe that the overall policy is a proportionate	none	low		No further internal action or further assessment is required at this stage, but review in future will be essential. a) Given the high infant mortality rate for this community access to healthcare will be given as high priority. b) Communication with the applicant will ensure all aspects are considered.	No – however due to the transitory nature of the community access to healthcare is a priority.

	means to achieve the objective.				
Marriage and Civil Partnerships	No-one will be disadvantaged or gain advantage either from being married or in a civil partnership, or not being. However, the applicant and any family's overall circumstances will broadly dictate their initial priority. Local connection and especially the need to vacate a private site or encampment will, however, have a considerable bearing on allocation decisions.	none	low	No further internal action or further assessment is required at this stage, but review in future will be essential.	yes

