

Equality and Children's Rights Integrated Screening Form

The public sector equality duty requires that we demonstrate that we are making decisions in a fair, transparent and accountable way. The Council must show that it has considered the needs and rights of people with protected characteristics. In addition, where decisions affect young people, we must consider the 'Rights of the Child', under the United Nations Convention on the Rights of the Child (UNCRC).

The duty requires that the Council assesses the 'equality impact' of proposals thoroughly before any decisions are taken. This should be proportionate to the decision that is being made. In addition, we must also ensure we are not impacting negatively on Human Rights or socio-economic status under the Fairer Scotland Duty.*

This form should assist in assessing whether a more detailed Equality and Children's Rights impact assessment is required.

A. Proposal		
Title	Review of Unauthorised Gypsy Traveller Encampment Services	
Budget reference number and heading if appropriate (or N/A).*	SP/PL/24/16	
Amount (£) of saving if appropriate (or N/A)	£42,238	
Service	Housing	
Lead Officer	Yvonne Baulk	
Others Involved	Andrea Elliott	
Date Completed	31/01/2024	
1. What are the main aims of the proposal?		
Review of the Gypsy Travellers Unauthorised Encampment Officer post.		
2. What data, research or other evidence was used for this screening?		
We have collated data on the number of complaint/enquiries received in relation to unauthorised encampments in North Ayrshire over the past 5 years and what mitigation has been put in place.		
3. Screening questions		
	Yes	No
Does the proposal affect service users, employees or the wider community and specifically to services that are known to being important to particular protected groups?	X	
Does the proposal have any relevance for Human and/or Children's Rights? (please see guidance)	X	
Is it a major proposal, significantly affecting how services are delivered or how other organisations operate?	X	

Does it relate to an area where there are known inequalities or has significant potential for reducing inequalities or improving outcomes?			X	
4. What is the impact of the (budget) proposal on equality groups?				
Protected Group	Positive Impact	Negative Impact	Neutral Impact	Comments
Age (young**/older people)		X		We will support our wider Gypsy Traveller communities and in particular young people impacted, through other resources within the Housing structure. As young people from travelling communities may have reduced attendance at school or linking in with GP's/dental services, we will mitigate this by continuing to refer other services/partner organisations to help reduce the impact of this.
Disability (Physical & learning)		X		We are aware of health inequalities within the travelling community and we will continue to work alongside Public Health Scotland/NHS to ensure this is tackled at a local level as well as National.
Gender Re-assignment			X	The proposal does not specifically impact on this protected characteristic.
Pregnancy & Maternity		X		
Race & ethnic origin		X		This proposal directly impacts on this protected characteristic as its key purpose is to offer advice and support to Gypsy Travellers. We will continue to offer advice and support to wider Gypsy Travellers and at a strategic level Housing already incorporate this as part of the work done around the dedicate site we have for Gypsy Travellers.
Religion or belief		X		As above.
Sex			X	The proposal does not specifically impact on this protected characteristic.

Sexual Orientation			X	The proposal does not specifically impact on this protected characteristic.
Care Experienced			X	The proposal does not specifically impact on this protected characteristic.
Other (Poverty, homelessness, rural, carers, part-time workers, etc)		X		This proposal directly impacts on poverty as its key purpose is to offer advice and support to Gypsy Travellers who are among the most disadvantaged groups.
Fairer Scotland Duty		X		See below.
Human Rights		X		
5. The Fairer Scotland Duty – (reducing the socio-economic impact of our policies, strategies and budget decisions) Does the proposal have any negative (or potential) positive impacts that need to be explored in more detail? (please provide brief summary).				
<p>Yes - This post was initially recruited due to the press coverage and political interest around unauthorised encampments. The post enables us to respond quickly to any reports of encampments and provide support, advice and assistance to the families who visit and explains the conduct that is expected while visiting North Ayrshire. They also liaise with landowners and members of the public affected by encampments. We still receive reports from members of the public but very few complaints. It may also lead to an increase in complaints if we are unable to respond to unauthorised encampments in the timeous way that we do at present.</p>				
6. Island Proofing – Are there any special considerations for the Island Communities within North Ayrshire				
No.				
7. Have any cross-cutting impact been identified from other Council Services or Partner Agencies (multiple discrimination or accumulated effects of multiple proposals)?				
Yes.				
8. If a negative impact has been identified how will you modify it?				
Manage through the service delivery model within Housing Services.				
9. Has there been any consultation on the (budget) proposal with any protected characteristic groups or other services or partner organisations?				
No.				
10. What are the monitoring and review arrangements?				
<p>A review of this role could impact on our ability to meet our responsibilities towards Gypsy Travellers. It may also lead to an increase in complaints if we are unable to respond to unauthorised encampments in the timeous way we do at present. Housing service have undertaken a transformation programme to review frontline services delivery models. We will continue to monitor the outcomes/delivery of this service within the wider service role we have for the Gypsy/Travelling community.</p>				

11. What are the recommendations and further action resulting from this Equality Screening? (please explain)	
Full Equality Assessment (or) -	No
Full Equality Assessment and Children's Rights Impact required.	Yes - The screening shows that there is a high risk of discrimination for particularly vulnerable groups and an ECRIA needs to be completed to detail how this can be mitigated where possible.

B. Outcome of the Proposal

Screening Only (Please Explain)	No
Full Assessment Required	Yes

Authorisation

Policy Lead/Manager: Andrea Elliott

Date: 22/02/2024

Head of Service: Yvonne Baulk

Date: 22/02/2024

*If relating to a Budget proposal, the Full ECRIA should be attached to Committee Report and published on the Council's external website Equality pages

**If a potential impact is identified for people under the age of 18, the CRIA screening questions in Appendix 1 should be answered

Appendix 1 – Children’s Rights Impact Screening Form

1. What aspects of the Policy/measure will affect children and young people?

(The articles of the UNCRC and the wellbeing indicators under the Children and Young People (Scotland) 2014 apply to all people under the age of 18, including non-citizen and undocumented children and young people).

More information can be found –

(Appendix 1 of the full form)

([Children & Young People’s Commissioner Scotland](#))

- The post currently enables us to respond quickly to any reports of encampments and provide support, advice and assistance to the families who visit and explains the conduct that is expected while visiting North Ayrshire. We will support our wider Gypsy Traveller communities and in particular young people impacted, through other resources within the Housing structure. As young people from travelling communities may have reduced attendance at school or linking in with GP’s/dental services, we will mitigate this by continuing to refer other services/partner organisations to help reduce the impact of this.

2. What Likely Impact (direct or indirect) will the policy have on children and young people – considering any positive, negative or neutral impacts.

(**Direct** impact, where changes directly impact the young person, e.g., education, child protection etc or **Indirect** Impact, where although not directly aimed at young people, will still have an impact, e.g., welfare reforms, parental leave, housing supply etc).

- Please see above.

3. Are there particular groups of young people who are more likely to be affected than others?

(‘Children’ can refer to individuals, groups or children in general, and can also be related to the range of characteristics under the Equality Act – disability, race, religion or belief, sex, sexual orientation. It also includes those that are eligible for special protection, including pre-school children, children in hospitals, rural areas, looked after children, victims of abuse, young people who offend, child asylum seekers, children living in poverty)

- Yes, Gypsy Traveller children will be impacted by this policy particularly in terms of the protected characteristics of race and religion.