

EQUALITY IMPACT ASSESSMENT (EIA)

POLICY/PROPOSAL:	Brent Gypsy, Roma and Traveller Framework and Action Plan 2026-2030
DEPARTMENT:	Housing Services
TEAM:	Housing Services
LEAD OFFICER:	Grace Hall, Policy & Performance Manager
DATE:	19.01.26

EIA Guidance is available online, please reach out to equality@brent.gov.uk for any further support.

SECTION A – SCREENING

1. Briefly and clearly describe the policy, proposal, change, or initiative, and what it is trying to achieve.

The council is developing a new Gypsy, Roma and Traveller Framework and Action Plan which will outline the organisation's approach and commitments to support and work with the borough's Gypsy, Roma and Traveller communities.

2. Are there any groups who may be impacted by your proposal? For reference, Q4 lists all protected groups.

Gypsy, Roma and Traveller communities.

3. If no groups are affected, explain why.

4. Mark with an "X" the potential impact of the policy or proposal on different groups. You can mark more than one box for each group.

Characteristic	IMPACT		
	Positive	Neutral/None	Negative
Age - People of different age groups.		X	
Care Experience - People who have been in care for any period of their childhood.		X	
Disability - People with physical, sensory, learning, and mental health disabilities, long-term conditions, and non-visible disabilities.		X	
Gender reassignment - Transgender and non-binary people, including anyone who is proposing to, started, or who has completed a process to change their gender.		X	
Marriage and Civil Partnership - Applies mainly in the workplace, people who are married or in a civil partnership.		X	
Pregnancy and Maternity - People who are pregnant, on maternity leave, or new parents.		X	
Race and Ethnicity - People of different ethnicity, nationality, and skin colour.	X		
Religion or belief - People of all faiths, and those with no religious belief.		X	
Sex - Differences between men and women, including disparities in pay, career progression, and health outcomes.		X	
Sexual Orientation - People who identify as lesbian, gay, bisexual, queer, asexual, or any other non-heterosexual identity.		X	
Socio-Economic Status – People who are experiencing poverty or socio-economic disadvantage.	X		

Other relevant groups* <i>[replace this text and specify where appropriate]</i>			
---	--	--	--

* Other relevant groups could include Carers, Refugees or Asylum Seekers, Veterans, among others. Review the EIA Guidance for more information.

5. Complete **each row** of the checklist with an “X”.

SCREENING CHECKLIST		
	YES	NO
Does the policy or proposal have implications for eliminating discrimination, advancing equality of opportunity, or fostering good relations among different groups?	X	
Does it relate to an area with known inequalities?	X	
Would it add, change, or remove services used by any groups listed in Q4?	X	
Does it have negative or positive equality impacts on any groups listed in Q4?	X	
If you have answered YES to ANY of the above, proceed to section B. If you have answered NO to ALL the above, proceed straight to section C.		

SECTION B – IMPACTS ANALYSIS

6. What data and evidence have you used to understand potential impacts? This could include service user data where relevant. If there is little or no evidence, explain why, and note any plans to improve data collection in future, adding this to the Action Plan in Section E.

We have collated quantitative and qualitative insights around the outcomes, experiences and perspectives of Gypsy, Roma and Traveller communities in Brent.

The quantitative compiles existing public and Brent data from several sources; the qualitative consists of findings from the 10-week consultation dedicated to capturing insights that can inform the strategy. The consultation was delivered with the Traveller Movement, an expert Gypsy & Traveller advocacy organisation. The response rate to the latter consists of the following:

Consultation method	Number of respondents
Brent Have Your Say online survey	28
Door knocking: Gypsy and Traveller community only	28 households
Focus group: Roma community only	10
Open engagement sessions: Private Renters Fair and Tenant and Leaseholder Fair	c.20 in-depth conversations
Members briefing	c.15 attendees
Additional discussion	Mitchell Brook Primary School

7. For each characteristic:

- a. Provide detail for the impact listed in the response to Q4 in the left-hand box.
- b. Provide data and evidence to explain how you reached your conclusion in the right-hand box.

Relevant data sources for Brent and its residents can be found in the EIA Guidance document.

Age	
Provide detail for the impact listed in Q4.	Provide supporting data and evidence.
N/A	N/A

Care Experience

Provide detail for the impact listed in Q4.	Provide supporting data and evidence.
N/A	N/A

Disability	
Provide detail for the impact listed in Q4.	Provide supporting data and evidence.
N/A	N/A

Gender Reassignment	
Provide detail for the impact listed in Q4.	Provide supporting data and evidence.
N/A	N/A

Marriage and Civil Partnership	
Provide detail for the impact listed in Q4.	Provide supporting data and evidence.
N/A	N/A

Pregnancy and Maternity	
Provide detail for the impact listed in Q4.	Provide supporting data and evidence.

N/A	N/A
-----	-----

Race and Ethnicity	
Provide detail for the impact listed in Q4.	Provide supporting data and evidence.
The Strategy will have positive impacts on Gypsy, Roma and Traveller communities. Brent currently has no strategy and/or strategic approach to helping these communities to thrive. Through data, insight, consultation and engagement we have built a better understanding of these communities' uniqueness and needs and have establish a series of priorities and commitments that seek to deliver culturally appropriate support. Our commitments will be monitored through a dedicated action plan and will be refined and improved by working with these communities and relevant partners. We do have limitations around our understanding and connection with the Roma community therefore our commitments are limited. But we will develop a plan to build a relationship and understanding of their needs with the aim of then designing and improving services accordingly.	The following data and insight sets the evidence base for our commitments within the strategy. <u>Quantitative evidence</u> <u>Age (Census 2021)</u> Brent has a young Gypsy, Roma and Traveller population, with average ages lower than the Brent average: • Brent population, median age: 35 • Brent White Gypsy and Irish Traveller population, median age: 27 • Brent White Roma population, median age: 32 <u>School outcomes (Brent Council data)</u> Education, Health and Care Plan (EHCP) • Twice as likely to have an EHCP compared to the Gypsy, Roma and Traveller national average • Three times as likely to have an EHCP compared to the Brent pupil average <u>Special Educational Needs (SEN) support (Brent Council data)</u> • More likely to have SEN support when compared with the Gypsy, Roma and Traveller national average • Twice as likely to have SEN support when compared with Brent pupil average <u>Grade attainment (Brent Council data)</u> • Poorer outcomes compared to the Gypsy, Roma and Traveller national average across Early Years, Phonics Trend and Key Stage 2 • Better outcomes compared to the Gypsy, Roma and Traveller national average for Key Stage 4 <u>Health (NHS NWL Whole Systems Integrated Care data, 2024/25):</u>

	- Compared to the Brent average, residents at Lynton Close (Brent's permanent traveller site) have higher rates of multiple long-term conditions, anxiety, depression and learning disability. - Brent's wider Gypsy, Roma and Traveller communities have had fewer GP visits, but higher hospital admissions compared with the rest of Brent. <u>Economic activity (Census 2021)</u> - Brent's White Roma population has one of highest employment rates across all ethnic groups in the borough, ranking 2nd at 77%. - The Roma population is twice as likely to be self-employed compared to the Brent average. - Brent's Gypsy and Irish Traveller population has the lowest employment rate at 40%. <u>Qualifications (Census 2021)</u> Brent's Gypsy, Roma and Traveller communities are among the least qualified ethnic groups in the borough: - Brent White Gypsy and Irish Traveller population: 61% have no qualifications, ranking the lowest. - Brent White Roma population: 27% have no qualifications, ranking 3rd lowest.
--	--

Religion or Belief	
Provide detail for the impact listed in Q4.	Provide supporting data and evidence.
N/A	N/A

Sex	
Provide detail for the impact listed in Q4.	Provide supporting data and evidence.

N/A	N/A
-----	-----

Sexual Orientation	
Provide detail for the impact listed in Q4.	Provide supporting data and evidence.
N/A	N/A

Socio-Economic Status	
Provide detail for the impact listed in Q4.	Provide supporting data and evidence.
The data and insight we have compiled around Gypsy, Roma and Traveller communities suggest that they experience poorer socio-economic outcomes. This is characterized by outcomes around economic activity, qualifications, school outcomes and debt and arrears. Using these insights we have established several commitments within the Strategy that aim to improve outcomes in this area, thus having a positive impact.	<u>Quantitative evidence</u> <u>School outcomes (Brent Council data)</u> Education, Health and Care Plan (EHCP) • Twice as likely to have an EHCP compared to the Gypsy, Roma and Traveller national average • Three times as likely to have an EHCP compared to the Brent pupil average <u>Grade attainment (Brent Council data)</u> • Poorer outcomes compared to the Gypsy, Roma and Traveller national average across Early Years, Phonics Trend and Key Stage 2 • Better outcomes compared to the Gypsy, Roma and Traveller national average for Key Stage 4 <u>Economic activity (Census 2021)</u> • Brent's White Roma population has one of highest employment rates across all ethnic groups in the borough, ranking 2nd at 77%. • The Roma population is twice as likely to be self-employed compared to the Brent average. • Brent's Gypsy and Irish Traveller population has the lowest employment rate at 40%. <u>Qualifications (Census 2021)</u>

	Brent's Gypsy, Roma and Traveller communities are among the least qualified ethnic groups in the borough: • Brent White Gypsy and Irish Traveller population: 61% have no qualifications, ranking the lowest. • Brent White Roma population: 27% have no qualifications, ranking 3rd lowest. <u>Qualitative evidence</u> General issues related Gypsy, Roma and Traveller communities and improving access to support services. • Perspective of Roma respondents – while our engagement and relationship with the Roma community is in its infancy, the challenges we heard were wide ranging including: generally poor literacy and English proficiency; low immunisation rates; poor housing conditions and fear of eviction; confusion around the EU Settlement Scheme; challenges around school registration and exclusion. New sites: designs and features of new Gypsy, Roma and Traveller sites • On-site community facilities that include activities around: education (e.g. schooling; digital exclusion), youth support, mental health and wellbeing.
--	---

Other Relevant Groups	
Provide detail for the impact listed in Q4.	Provide supporting data and evidence.
N/A	N/A

8. Summarise any engagement activities with relevant groups (this may replicate some of the information listed in Q7). State whether those involved represent the people affected by your proposal, or whether more engagement is needed, which should be added to the Action Plan in Section E.

Dedicated consultation and engagement around the strategy was delivered which included targeted sessions with Gypsy, Roma and Traveller communities.

The response rate to the latter consists of the following:

Consultation method	Number of respondents
Brent Have Your Say online survey	28
Door knocking: Gypsy and Traveller community only	28 households
Focus group: Roma community only	10
Open engagement sessions: Private Renters Fair and Tenant and Leaseholder Fair	c.20 in-depth conversations
Members briefing	c.15 attendees
Additional discussion	Mitchell Brook Primary School

We are still building a relationship with our Gypsy, Roma and Traveller communities therefore more engagement is needed and planned as captured within commitments around:

- Maintaining a Lynton Close Engagement Plan
- Developing a Roma community engagement plan

9. Provide more detail on any areas identified as requiring further data or detailed analysis.

As captured above, further data, specifically qualitative, is required around:

- Understanding and building a relationship with our Roma communities
- Designing and delivering new Gypsy, Roma and Traveller sites

We are developing plans to deliver both.

SECTION C – CONCLUSIONS

10. Summarise your overall conclusions based on the analysis:

- If there are no impacts, state that here, and **do not complete sections E or G.**
- If you decide not to move forward, explain why, and **do not complete sections E or G.**
- If there are negative impacts, explain what you'll do to reduce them. If you choose to continue despite negative impacts, or if negative impacts remain following your action plan, provide a justification for your decision.
- If there are positive impacts, explain how these could be strengthened, where possible.

The strategy will be adopted and implemented. The core aim is to improve outcomes for our Gypsy, Roma and Traveller communities – resulting in positive impacts – as reflected in our commitments. As we deliver the strategy we will continue to work with these communities and relevant partners to continue building relationships and improving the way we deliver services, ensuring they are culturally appropriate.

SECTION D - RESULT

Select one of the following options with an "X".		
A	CONTINUE WITH THE POLICY/PROPOSAL UNCHANGED	X
B	JUSTIFY AND CONTINUE THE POLICY/PROPOSAL	
C	CHANGE/ADJUST THE POLICY/PROPOSAL	
D	STOP OR ABANDON THE POLICY/PROPOSAL	

SECTION E - ACTION PLAN AND MONITORING

Unless your proposal has no equality impacts or you are not moving forward, complete the table below to track specific actions to:

- Reduce negative impacts and increase positive outcomes.
- Monitor actual or ongoing impacts.
- Record plans to improve data collection.
- Plan any further engagement or analysis that may be required.

Use the 'Status' column on the right to indicate whether the action is yet to start, is in progress, or has been completed.

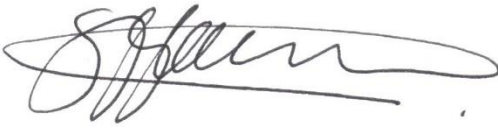
Issue Identified	Action	Lead Officer	Completion Date	Status
Poor understanding and relationship with Brent's Roma community	Develop a Roma community engagement plan, with ongoing work to implement the plan – recognising that we are starting from a low base of limited understanding of the Roma community	Charlene Santos, Community Engagement Lead	June 2026	
Poor outcomes (including health, education and socio-economic) for Gypsy and Traveller communities	Establish an accessible model of support for Gypsy and Traveller communities	Sonya Kalyniak, Head of Safeguarding and Quality Assurance	December 2026	

		Collette Hamilton, Head of Resident Experience Once appointed the Head of Housing (Building Management) In the interim – Spencer Randolph, Director – Housing Services		
--	--	--	--	--

11. Describe how you will monitor the actual, ongoing impact of the policy or proposal?

The strategy will be monitored through a dedicated action plan which will be reviewed annually.

SECTION F – SIGN OFF

	Signature	Date
Officer:	 Grace Hall Policy and Performance Manager	7 July 2026
Reviewing Officer or Head of Service	 Spencer Randolph Director Housing Services	7 th July 2026

SECTION G – REVIEW

EIAs are live documents and should be reviewed regularly, especially if there are actions still to be completed or if the proposal has significant equality impacts.

When to review

- Review every 6 months until all actions in the Action Plan above are complete.
- If new data, feedback, or changes to the service arise, revisit the EIA to make sure it's still accurate.

Who should review

- The same officer who completed the EIA should carry out the review. If there's been a staffing change, the new lead officer should take over.

What to update

- Use the Status column in the Action Plan above to show progress (e.g. Not Started, In Progress, Completed). Add comments and updates in the table below — include any new data, evidence, or feedback.

When reviews can stop

- Once all actions are complete and no further equality impacts are expected, you can stop reviewing the EIA.
- Add rows to the table below as necessary until all actions are completed.

<u>Date of 1st Review:</u>	
Officer:	
Comment on progress toward specific actions, and provide any data and evidence updates:	
Reviewing Officer or Head of Service:	
<u>Date of 2nd Review:</u>	
Officer:	
Comment on progress toward specific actions, and provide any data and evidence updates:	
Reviewing Officer or Head of Service:	
<u>Date of 3rd Review:</u>	
Officer:	

Comment on progress toward specific actions, and provide any data and evidence updates:	
Reviewing Officer or Head of Service:	