

	Cabinet 7 September 2026
	Report from the Corporate Director of Residents and Housing Services
	Lead Member - Cabinet Member for Housing, Homelessness & Renters (Councillor Robert Johnson)
Brent's Gypsy, Roma & Traveller Framework and Action Plan 2026-2030	

Wards Affected:	All
Key or Non-Key Decision:	Key
Open or Part/Fully Exempt: (If exempt, please highlight relevant paragraph of Part 1, Schedule 12A of 1972 Local Government Act)	Open
List of Appendices:	Two Appendix A: Draft Brent Gypsy, Roma & Traveller Framework and Action Plan 2026 - 2030 Appendix B: Brent Gypsy, Roma & Traveller Framework Equalities Impact Assessment
Background Papers:	Previous Brent Gypsy, Roma and Traveller Inclusion Strategy 2009 - 2014
Contact Officer(s): (Name, Title, Contact Details)	Spencer Randolph, Director Housing Services 020 8937 2546 Spencer.randolph@brent.gov.uk Grace Hall, Policy and Performance Manager 020 8937 1471 Grace.Hall@brent.gov.uk

1.0 Executive Summary

- 1.1. This report sets out Brent's new Gypsy, Roma and Traveller Framework and Action Plan (see Appendix A). It sets out the commitments that Brent Council makes to supporting its Gypsy, Roma and Traveller communities and how it will deliver and monitor progress and impact. The Framework has been informed by engagement with Gypsy, Roma and Traveller communities – a summary of consultation and engagement findings is included within the draft Framework. A detailed Action Plan will sit alongside the Framework to ensure that the Council is delivering on its commitments to Gypsy, Roma and Traveller communities.

- 1.2. The Framework is categorised into a series of priorities and commitments, which respond to the disproportionate outcomes experienced by these communities. Underpinning the commitments is addressing the need to build better relationships with and understanding of these communities.
- 1.3. While the Framework is primarily focused on the Gypsy and Traveller communities, it also provides an important opportunity to strengthen our understanding of Brent's Roma community. As part of the Framework, we will build a richer evidence base, improve our insight into the community's needs and strengths, identify and support community leaders, and develop sustainable channels for ongoing engagement between the Roma community and key partner agencies.
- 1.4. It is proposed that delivery of the Framework is monitored through a detailed annual action plan, which is coordinated through the Resident and Housing Services Equity, Diversity and Inclusion Group and reported to Cabinet annually.

2.0 Recommendation(s)

Cabinet are asked to:

- 2.1 Approve Brent's new Gypsy, Roma and Traveller Framework and Action Plan 2026-2030 (see Appendix A).

3.0 Detail

3.1 Cabinet Member Foreword:

- 3.1.1 At Brent, we're proud of our diversity and commitment to inclusion for all our communities. Our Gypsy, Roma and Traveller communities are an important part of that, yet too often these communities haven't been heard and have been under-served. It has been more than a decade since Brent has had a dedicated set of commitments for how we'll work with and support our Gypsy, Roma and Traveller communities. It's important that we now put in place a clear Framework and Action Plan that reflects both our responsibilities and commitment to ensuring that no community is left behind.
- 3.1.2 Gypsy, Roma and Traveller communities, and in particular Gypsy and Traveller communities, have been clear about their needs and aspirations. The draft Gypsy, Roma and Traveller Framework and Action Plan reflects and responds to these needs and aspirations. While the Framework is primarily focused on Gypsy and Traveller communities, it also includes a commitment to strengthening our relationship with Roma communities. Through improved engagement, deeper insight and closer partnership working, we will build our understanding of the community's strengths, experiences and priorities, enabling us to respond more effectively to their needs and aspirations.

- 3.1.3 The Framework and Action Plan is focused on improving site conditions and service delivery for Gypsy, Roma and Traveller communities. But at its core, it is about building stronger and more sustainable relationships. We have made early progress through closer engagement with residents, appointing dedicated liaison roles, and working alongside trusted organisations to improve communications. There is more we can do to continue to rebuild trust and ensure services are responsive to community needs.
- 3.1.4 The new Framework and Action Plan, contributes most directly to the Borough Plan's Thriving Communities Strategic Priority but will also touch upon every strategic priority. This is because the commitments and activities across the Borough Plan's priorities align with supporting the needs of and improving the outcomes experienced by Brent's Gypsy, Roma and Traveller communities. The Framework and Action Plan also relates to Brent's Equity, Diversity and Inclusion Strategy, which encompasses commitments to tackling inequality and supporting marginalised groups, and the Local Plan, which outlines our current approach to Gypsy and Traveller accommodation in Brent.

3.2 Background

- 3.2.1 Brent's new Gypsy, Roma and Traveller Framework and Action Plan is the Council's latest strategic document for these communities in over a decade. The Framework and Action Plan marks a reset around how we will work with and support Gypsy, Roma and Traveller communities. It outlines how we have learned from and will rectify mistakes made with our Gypsy and Traveller community. It sets out the work we will continue to do to build trust with these communities, and how we will ensure that our service delivery reflects the unique needs of these communities. It is informed by consultation and engagement with Gypsy, Roma and Traveller communities.

Consultation and engagement findings

- 3.2.2 Overall, officers are satisfied with the quality of engagement and feedback received during the consultation window. We commissioned the Traveller Movement to co-deliver the consultation which was undertaken over 10 weeks (September – November 2025), using mixed methods. Details around the consultation's approach and findings are captured within the Framework, but broader, contextual observations that may be of interest to Cabinet include:

- **Gypsy & Traveller community focus groups.** We organised two focus groups to supplement door knocking and a survey, but unfortunately there was no attendance. We suspect this was due to:
 - Gypsy and Traveller preference to be engaged in their place.
 - Engagement fatigue – our communication and engagement with the community has increased significantly over the last year. While this has been necessary, we may be reaching a point where the community are feeling that we have over-engaged them.
 - Community allegiance to different Gypsy and Traveller advocacy groups. Community elders expressed to other community members that they will not attend our focus groups, planned with the Traveller

Movement, due to their allegiance to and relationship with London Gypsies and Travellers.

These factors will be acknowledged for any future community engagement.

- **Limited Roma community engagement.** We commissioned the Romanian and Eastern European Hub (RO-EE Hub) to deliver a focus group with Brent's Roma community. This comprised of only 10 Romanian Roma women. This is only a small sub-section of our Roma community which, anecdotally (via insights from the Roma Support Group and community experts), also comprises Polish, Bulgarian and Slovakian nationals. The Census records that Brent has the third largest Roma population in England and Wales, yet we still know very little about the community's make up and needs. This is why the Framework only has one commitment to the Roma community: "Develop a Roma community engagement plan". Through discussions with experts and partners this plan will focus on:
 - Building a quantitative evidence base – the Census lacks the robustness to produce reliable information about the makeup of Brent's Roma community. The community can be reluctant to share their ethnicity, particularly for official records, therefore we need to compile and combine several quantitative sources that are updated more frequently, such as NHS, Schools and EU Settlement Scheme data.
 - Building relationships and maintaining a frequent dialogue – the quantitative evidence base will help us understand the community make up but discussions with the community will enable us to delve into their needs and uniqueness. We will seek to engage and build a relationship with the community through routes suggested by experts, particularly at places of worship.
 - We want to reach a place where we have identified Roma community leaders in the borough and have establish mechanisms for consistent engagement.

The Framework's priorities and commitments

3.2.3. The Framework contains three priorities, each of which is supplemented by a series of specific commitments to our Gypsy, Roma and Traveller communities (noting that the Framework is mainly focused on Gypsy and Traveller communities due to limited Roma community insights). The priorities are:

- **Providing safe and suitable sites** – focusing on maintaining our Gypsy, Roma and Traveller site; establishing a new Pitch Allocation Policy; and working towards securing a new site(s).
- **Building strong, sustainable relationships** – focusing on how we will build trust with Gypsy, Roma and Traveller communities and relevant partners.

- **Delivering accessible services** – focusing on how we will deliver more culturally appropriate services for these communities.

Delivering and monitoring the Framework

- 3.2.4 Once finalised and approved, the Resident and Housing Services Equity, Diversity and Inclusion Group will oversee the Framework's delivery via a detailed action plan, which will be reported on to Cabinet annually. Once finalised and approved, the Resident and Housing Equity, Diversity and Inclusion Group will oversee the Framework's delivery via a detailed action plan, which will be reported on to Cabinet annually. As part of this we will identify whether there are any suitable KPIs that can be included to monitor progress, though it should be noted that at this stage data quality around these communities remains poor. As this Framework is delivered, we anticipate our data and insight around the size, makeup of and outcomes for these communities will improve.

Next steps

- 3.2.5 Subject to Cabinet's approval of the draft Framework, the final version will be produced in a designed format. Work will also be undertaken to develop a detailed Action Plan to sit alongside the Framework.

4.0 Stakeholder and ward member consultation and engagement

- 4.1 As captured within the Framework (see Appendix A), we delivered a consultation which received feedback from a range of stakeholders, including Gypsy, Roma and Traveller community members. The feedback has been central in shaping the Framework's priorities and commitments.
- 4.2 As noted above, our engagement with Roma communities has been limited. There is further work for us to do to build relationships with this community.
- 4.3 A briefing session for Members was held on 22 July. The purpose of this session was to update Members on the engagement that has taken place with Gypsy, Roma and Traveller communities and to get their input into the new Framework ahead of its submission to Cabinet.

5.0 Financial Considerations

- 5.1 In September 2025 Cabinet endorsed the use of up to c. £500k capital investment from 2026/27 through the usual capital governance process (Capital Programme Board and Cabinet) for Lynton Close site improvements as part of the improved approach to site management.
- 5.2 There are no direct financial implications arising from this report in relation to the Gypsy, Roma and Traveller Framework 2026–2030.

6.0 Legal Considerations

- 6.1 Under the Public Sector Equality Duty under section 149 of the Equality Act 2010, the council is, in the exercise of its functions, to have due regard to the need to eliminate unlawful discrimination, advance equality of opportunity and foster good relations between persons who share a relevant protected characteristic and persons who do not share it. This includes having due regard to the need to:
- (a) remove or minimise disadvantages suffered by persons who share a relevant protected characteristic that are connected to that characteristic.
 - (b) take steps to meet the needs of persons who share a relevant protected characteristic that are different from the needs of persons who do not share it;
 - (c) encourage persons who share a relevant protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low. The protected characteristics are age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation.
- 6.2 The Act generally does not define race, however case law has established, for example, that Roma Gypsies and Travellers are covered by the protected characteristic of race for the purposes of the Equality Act 2010.
- 6.3 Whilst any duties under the Equality Act 2010 does not necessarily outweigh the need to consider factors such as environmental protection, the amenity of others and/or the use of the land, the authority is required to have due regard to its equalities duties when making decisions that involve and possibly impact on Roma Gypsies and Travellers.

7.0 Equity, Diversity & Inclusion (EDI) Considerations

- 7.1 Gypsy, Roma and Traveller communities are protected groups and their experiences of marginalisation, discrimination and disadvantage are well reported at national and local levels. Currently, Brent outlines its commitment to support marginalised groups - through tailoring service delivery and tackling inequality - within the Equity, Diversity and Inclusion Framework 2024-28; however, we are now going beyond this for Gypsy, Roma and Traveller communities.
- 7.2 This report shares Brent's new Gypsy, Roma and Traveller Framework which puts forward specific commitments to better work with and support our Gypsy, Roma and Traveller communities. An EIA has been completed (see Appendix D) as part of the Framework's development and captures how it will result in more positive outcomes for these communities.

8.0 Climate Change and Environmental Considerations

- 8.1 There are no climate change and environmental considerations for this report.

9.0 Communication Considerations

- 9.1 The Framework and Action Plan will be added to [the Gypsy, Roma and Traveller page on Brent Council's website](#).
- 9.2 It is intended to mark the publication of the Framework with a press release to local media and a news story on the Council's website.
- 9.3 The Housing Engagement team will also arrange for news of the publication of the Framework, as well as any relevant commitments, to be communicated directly to consultation participants, stakeholders and established channels into local Gypsy, Roma and Traveller communities. The Engagement Plan committed to within the Framework will ensure improved targeted two-way communication with Gypsy, Roma and Traveller communities, and will also be led by the Housing Engagement team.

Related document(s) for reference

[Developing a new Brent Gypsy, Roma & Traveller Strategy](#) – Cabinet paper, September 25

Report sign off:

Thomas Cattermole

Corporate Director, Residents and Housing Services

Legal considerations provided by:
Pameel Crowther-Newman

Finance considerations provided by:
Mohammed Ali Shah