

**City of York Council
Equalities Impact Assessment**

Who is submitting the proposal?

Directorate:	Housing and Communities		
Service Area:	Housing Delivery		
Name of the proposal:	Delivery of the Gypsy and Traveller accommodation improvement and expansion programme		
Lead officer:	Florence Liber, Interim Housing Delivery Programme Manager		
Date assessment completed:	16 January 2026		
Names of those who contributed to the assessment:			
Name	Job title	Organisation	Area of expertise
Florence Liber	Florence Liber, Interim Housing Delivery Programme Manager	City of York Council	Project Management; Housing delivery

Step 1 – Aims and intended outcomes

1.1	What is the purpose of the proposal? Please explain your proposal in Plain English avoiding acronyms and jargon.
	This report to the Executive seeks approval to proceed with the delivery of the Gypsy and Traveller accommodation sites improvements and expansion of the Clifton site with six additional pitches, in line with previous Executive approval obtained in March 2024; and to enter into a grant agreement with the York and North Yorkshire Mayoral Combined Authority to receive funding for the retrofit of energy efficiency measures to the utility buildings at the three Council Gypsy and Traveller accommodation sites.
1.2	Are there any external considerations? (Legislation/government directive/codes of practice etc.)
	<p>The Equalities Act 2010 provides a legal framework to protect the rights of individuals and advance equality of opportunity for all. It provides a discrimination law which protects individuals from unfair treatment and promotes a fair and more equal society. Under the Act, the Gypsy and Traveller communities are specifically protected under the protected characteristics for 'Race'.</p> <p>Planning policy requirements regarding the spatial delivery of Gypsy and Traveller provision, must be evidenced based and in accordance with Planning Policy for Traveller Sites (2024) and the National Planning Policy Framework (2024). These are set out in the City of York Local Plan (2025).</p>

1.3	Who are the stakeholders and what are their interests?
	<p>Local Communities and Families: The census identifies that there are around 370 York residents who identify as being from the Gypsy and Traveller communities. We also have residents living on 61 pitches across three local authority sites.</p> <p>Voluntary and community Sector: The York Travellers Trust is a registered charity that work with Gypsy and Traveller community with York and surrounding areas. They seek to amplify the voices of and advocate for the community at a local and national level.</p> <p>City of York Council: The local authority is key stakeholder on the delivery of outcomes and engagement with the Gypsy and Traveller community. The Council has made commitments through the Council Plan to deliver on our equalities duty, suitable housing provision for all and reducing health inequalities for its residents, all of which are relevant to the Gypsy and Traveller community.</p> <p>Health Partners: The Health Needs Assessment for Gypsies and Travellers recognises the challenge with existing accommodation and the positive benefits appropriate accommodation could have on health.</p>
1.4	What results/outcomes do we want to achieve and for whom? This section should explain what outcomes you want to achieve for service users, staff and/or the wider community. Demonstrate how the proposal links to the Council Plan (2019- 2023) and other corporate strategies and plans.
	<p>Improved accommodation for the Gypsy and Traveller community in York; and additional pitches to help meet their future accommodation needs.</p> <p>The Council Plan (2023-27), contains four core commitments to enable it to deliver the vision for the next four years, including ‘Equalities and Human Rights - Equality of Opportunity’ and ‘Health and Wellbeing’.</p>

	<p>This investment supports the core commitments of the council in the following ways. The Gypsy and Traveller community are one of the largest minority groups in York, and inequalities affecting them include lack of access to suitable accommodation. This programme of work aims to both increase both the amount and quality of accommodation for Gypsy and Traveller communities and reduce the costs of living through upgrading the energy efficiency of the council owned buildings. Improving the energy efficiency of the buildings will reduce carbon emissions. Improving the sites will have a positive effect on residents physical and mental health.</p>
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Step 2 – Gathering the information and feedback

2.1	<p>What sources of data, evidence and consultation feedback do we have to help us understand the impact of the proposal on equality rights and human rights? Please consider a range of sources, including: consultation exercises, surveys, feedback from staff, stakeholders, participants, research reports, the views of equality groups, as well your own experience of working in this area etc.</p>	
	Source of data/supporting evidence	Reason for using
	Stock condition survey of existing Gypsy and Traveller accommodation at Council-owned sites, completed in 2024.	To assess the condition and performance of existing utility buildings (kitchen and bathroom) and provide a baseline from which to develop a scope for improvements and associated costs.
	Gypsy & Traveller Health Needs Assessment: A Rapid Assessment of the Health Needs of York’s Gypsy and Traveller Population (2024)	Produced by the City of York Public Health team with local level information regarding the state of health for York’s Gypsy and Traveller community. This assessment provides a comprehensive insight into the

	health needs. Includes some local quantitative research undertaken in 2022 and 2023.
City of York Local Plan (2025) and associated evidence and consultations Phase 3 Hearing Statement for Matter 9: Gypsy and Travellers (2022) EXCYC121a Gypsy and Traveller Pitch Provision trajectory (2022) Phase 5 Hearing Statement for Gypsy and Traveller policy session (February 2024)	The Local Plan provides the planning policy to support some of the physical improvements to existing accommodation sites and the spatial location of new pitches required to meet further Gypsy and Traveller accommodation needs. This was considered in depth with stakeholders through the preparation and through the formal Examination in Public.
EIA to the adopted Local Plan (February 2025)	The implications of the adopted Local Plan were subject to an EIA.

Step 3 – Gaps in data and knowledge

3.1	What are the main gaps in information and understanding of the impact of your proposal? Please indicate how any gaps will be dealt with.		
Gaps in data or knowledge		Action to deal with this	
Further surveys / engagement with the local Gypsy and Traveller community to develop a masterplan for the expansion of the Clifton site so that the new pitches meet the accommodation needs of the community.		Surveys are underway, undertaken by the Senior Gypsy and Traveller Accommodation Officer, and further engagement will continue throughout the preparation of masterplan and building design proposals.	
The report does not bring forward site expansions further than the planned Clifton site expansion with six additional pitches.		The location for the required 17 further council-owned pitches will be determined through a Call for Sites exercise, involving key stakeholders. Once locations have been agreed, approval to deliver these pitches will be sought.	

Step 4 – Analysing the impacts or effects.

4.1	Please consider what the evidence tells you about the likely impact (positive or negative) on people sharing a protected characteristic, i.e. how significant could the impacts be if we did not make any adjustments? Remember the duty is also positive – so please identify where the proposal offers opportunities to promote equality and/or foster good relations.		
Equality Groups and Human Rights.	Key Findings/Impacts	Positive (+) Negative (-) Neutral (0)	High (H) Medium (M) Low (L)

Age	The proposal seeks to provide investment to improve accommodation outcomes for the Gypsy and Traveller community. The breadth of actions is likely to have positive outcomes for people of all ages.	+	H
Disability	The proposal is inclusive of all Gypsy and Traveller residents and seeks to provide investment to improve the accommodation provision for residents. This is likely to have positive outcomes for those identified to be disabled.	+	H
Gender	This proposal is not expected to impact on that characteristic	+	L
Gender Reassignment	This proposal is not expected to impact on that characteristic	+	M
Marriage and civil partnership	This proposal is not expected to impact on that characteristic	+	L
Pregnancy and maternity	The proposal is inclusive of all Gypsy and Traveller residents and seeks to provide investment to improve the accommodation provision for residents. This is likely to have positive outcomes for those identified under this characteristic.	+	M
Race	The purpose of the proposal is to specifically address accommodation needs for the Gypsy and Traveller communities. This should have significant positive outcomes against this characteristic.	+	M

Religion and belief	The proposal is inclusive of all Gypsy and Traveller residents and seeks to improve outcomes for all residents regardless of their religion.	+	M
Sexual orientation	This proposal is not expected to impact on that characteristic	+	M
Other Socio-economic groups including :	Could other socio-economic groups be affected e.g. carers, ex-offenders, low incomes?		
Carer	This proposal is not expected to impact on that characteristic	+	H
Low income groups	The proposal is inclusive and will be directed to the Gypsy and Traveller community regardless of their income.	+	H
Veterans, Armed Forces Community	This proposal is not expected to impact on that characteristic	+	M
Other	This proposal is not expected to impact on that characteristic		
Impact on human rights:			
List any human rights impacted.	The Human Rights Act 1998 sets out the fundamental rights and freedoms that everyone in the UK is entitled to and came into force in the UK in October 2000. Specifically relevant to the Gypsy and Traveller community are: - Article 14: Protection from discrimination in respect of these rights and freedoms		

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Use the following guidance to inform your responses:

Indicate:

- Where you think that the proposal could have a POSITIVE impact on any of the equality groups like promoting equality and equal opportunities or improving relations within equality groups
- Where you think that the proposal could have a NEGATIVE impact on any of the equality groups, i.e. it could disadvantage them
- Where you think that this proposal has a NEUTRAL effect on any of the equality groups listed below i.e. it has no effect currently on equality groups.

It is important to remember that a proposal may be highly relevant to one aspect of equality and not relevant to another.

<p>High impact (The proposal or process is very equality relevant)</p>	<p>There is significant potential for or evidence of adverse impact The proposal is institution wide or public facing The proposal has consequences for or affects significant numbers of people The proposal has the potential to make a significant contribution to promoting equality and the exercise of human rights.</p>
<p>Medium impact (The proposal or process is somewhat equality relevant)</p>	<p>There is some evidence to suggest potential for or evidence of adverse impact The proposal is institution wide or across services, but mainly internal The proposal has consequences for or affects some people The proposal has the potential to make a contribution to promoting equality and the exercise of human rights</p>
<p>Low impact (The proposal or process might be equality relevant)</p>	<p>There is little evidence to suggest that the proposal could result in adverse impact The proposal operates in a limited way The proposal has consequences for or affects few people The proposal may have the potential to contribute to promoting equality and the exercise of human rights</p>

Step 5 - Mitigating adverse impacts and maximising positive impacts

5.1	Based on your findings, explain ways you plan to mitigate any unlawful prohibited conduct or unwanted adverse impact. Where positive impacts have been identified, what is been done to optimise opportunities to advance equality or foster good relations?
<p>There are no negative adverse impacts identified with the delivery of improvements to existing accommodation and new pitches for the Gypsy and Traveller community. This approach should make a positive difference in addressing issues of concern for the community.</p> <p>The stock condition survey has provided detailed information about the condition and performance of existing utility buildings (kitchen and bathroom) and provide a baseline from which to develop a scope for the improvements of existing facilities. On going engagement with residents will ensure that they are fully aware of the improvements programme. At Clifton, further surveys are taking place to understand any specific needs to be fed in the design of the site expansion with six additional pitches.</p> <p>Any temporary disruption that may result from construction will be minimised and mitigated through a construction phase plan, developed with the contractors, and in consultation with the community.</p>	

Step 6 – Recommendations and conclusions of the assessment

6.1	Having considered the potential or actual impacts you should be in a position to make an informed judgement on what should be done. In all cases, document your reasoning that justifies your decision. There are four main options you can take:
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- **No major change to the proposal** – the EIA demonstrates the proposal is robust. There is no potential for unlawful discrimination or adverse impact and you have taken all opportunities to advance equality and foster good relations, subject to continuing monitor and review.

- **Adjust the proposal** – the EIA identifies potential problems or missed opportunities. This involves taking steps to remove any barriers, to better advance quality or to foster good relations.

- **Continue with the proposal** (despite the potential for adverse impact) – you should clearly set out the justifications for doing this and how you believe the decision is compatible with our obligations under the duty

- **Stop and remove the proposal** – if there are adverse effects that are not justified and cannot be mitigated, you should consider stopping the proposal altogether. If a proposal leads to unlawful discrimination it should be removed or changed.

Important: If there are any adverse impacts you cannot mitigate, please provide a compelling reason in the justification column.

Option selected	Conclusions/justification
<p>No major change overall at this stage as it is high level still without much detail but adjustments to the proposal may be brought as the preparation of the detailed proposals progress.</p>	<p>The EIA demonstrates that the proposal positively supports the delivery of suitable accommodation to meet the needs of the Gypsy and Traveller community.</p> <p>Further surveys are underway, undertaken by the Senior Gypsy and Traveller Accommodation Officer, and further engagement will continue throughout the preparation of masterplan and building design proposals so that the detailed proposals meet the needs of residents.</p> <p>Any temporary disruption that may result from construction will be minimised and mitigated through a construction phase plan, developed with the contractors, and in consultation with the community.</p>

Step 7 – Summary of agreed actions resulting from the assessment

7.1 What action, by whom, will be undertaken as a result of the impact assessment.			
Impact/issue	Action to be taken	Person responsible	Timescale
Review	Impacts of accommodation proposals and actions to be kept under review.	Programme Manager	

Step 8 - Monitor, review and improve

8.1	How will the impact of your proposal be monitored and improved upon going forward? Consider how will you identify the impact of activities on protected characteristics and other marginalised groups going forward? How will any learning and enhancements be capitalised on and embedded?
	The Local Plan policies will be monitored in accordance with an agreed monitoring framework and reported through the statutory Annual Monitoring Report.