



COMMUNITIES COMMITTEE
GYPSY/TRAVELLER SUB-COMMITTEE

WEDNESDAY, 21 NOVEMBER, 2018, at 10:00 A.M.

Your attendance is requested at a meeting of the GYPSY/TRAVELLER SUB-COMMITTEE, to be held in COMMITTEE ROOM 2, WOODHILL HOUSE, ABERDEEN, on WEDNESDAY, 21 NOVEMBER, 2018 at 10.00 A.M.

13 November, 2018

Director of Business Services

To: Councillors A Stirling (Chair), A M Allan, N Baillie, M Ewenson, D Robertson, H Smith, I W Taylor and S Wallace.

Councillor M A Ford

<p>Contact Person:- Niall David Tel: 01467 538939 email: niall.david@aberdeenshire.gov.uk</p>
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B U S I N E S S

1. Sederunt and Declaration of Members' Interests.

2. Statement on Equalities:

Consider, and if so decided, adopt:- "In line with the Council's legal duty under section 149 of the Equality Act 2010 the Committee, in making decisions on the attached reports, shall have due regard to the need to":-

- (i) eliminate discrimination, harassment and victimisation;
- (ii) advance equality of opportunity between those who share a protected characteristic and persons who do not share it; and
- (iii) foster good relations between those who share a protected characteristic and persons who do not share it.

3. Minutes of Meetings of Gypsy/Traveller Sub-Committee:

(a) Minute of 5 September, 2018. (Pages 4-7)

(b) Minute of 12 October, 2018. (Pages 8-9)

4. Action Plan for the Gypsy/Traveller Sub-Committee. (Pages 10-21)

5. Race Equality Action Plan. (Pages 22-26)

6. Review of Aikey Brae Travellers Site, Old Deer. (Pages 27-29)

7. Proposed Dates of Meetings for 2019:

13 February, 2019, 10.00am
19 June, 2019, 10.00am
4 September, 2019, 10.00am
20 November, 2019, 10.00am

PUBLIC SECTOR EQUALITY DUTY – GUIDANCE FOR MEMBERS

What is the duty?

In making decisions on the attached reports, Members are reminded of their legal duty under section 149 of the Equality Act 2010 to have due regard to the need to:-

- (i) eliminate discrimination, harassment and victimisation;
- (ii) advance equality of opportunity between those who share a protected characteristic and persons who do not share it; and
- (iii) foster good relations between those who share a protected characteristic and persons who do not share it.

The “protected characteristics” under the legislation are: age; disability; gender reassignment; pregnancy and maternity; race; religion or belief; sex; sexual orientation; and (in relation to point (i) above only) marriage and civil partnership.

How can Members discharge the duty?

To ‘have due regard’ means that in making decisions, Members must consciously consider the need to do the three things set out above. This requires a conscious approach and state of mind. The duty must influence the final decision.

However, it is not a duty to achieve a particular result (e.g. to eliminate unlawful racial discrimination or to promote good relations between persons of different racial groups). It is a duty to have due regard to the need to achieve these goals.

How much regard is ‘due’ will depend upon the circumstances and in particular on the relevance of the needs to the decision in question. The greater the relevance and potential impact that a decision may have on people with protected characteristics, the higher the regard required by the duty.

What does this mean for Committee/Full Council decisions?

Members are directed to the section in reports headed ‘Equalities, Staffing and Financial Implications’. This will indicate whether or not an Equality Impact Assessment (EIA) has been carried out as part of the development of the proposals and, if so, what the outcome of that assessment is.

An EIA will be appended to a report where it is likely that the action recommended in the report could have a differential impact (either positive or negative) upon people from different protected groups. The report author will have assessed whether or not an EIA is required. If one is not required, the report author will explain why that is.

Where an EIA is provided, Members should consider its contents and take those into account when reaching their decision. Members should also be satisfied that the assessment is sufficiently robust and that they have enough of an understanding of the issues to be able to discharge their legal duty satisfactorily.

For more detailed guidance please refer to the following link:-
http://www.equalityhumanrights.com/uploaded_files/EqualityAct/pseud_technical_guidance_scotland.doc

COMMUNITIES COMMITTEE

GYPSY/TRAVELLER SUB-COMMITTEE

WOODHILL HOUSE, ABERDEEN, 5 SEPTEMBER, 2018

Present: Councillors A Stirling (Chair), A M Allan, N Baillie, R Cassie (as a substitute for Councillor D Robertson), A Simpson (as a substitute for Councillor M Ewenson), H Smith, I W Taylor and S Wallace.

Apologies: Councillors M Ewenson and D Robertson.

Officers: Housing Manager (Strategy) (A Macleod), Strategic Housing Officer (L Hamilton), Education Support Officer (S Sutherland), Gypsy/Traveller Liaison Officer (D Faithfull), Inspector C Taylor (Police Scotland), Principal Solicitor (Democratic Services) (R O'Hare), and Committee Officer (A McLeod).

1. DECLARATION OF MEMBERS' INTERESTS

The Chair asked Members if they had any interests to declare in terms of the Councillors' Code of Conduct. No interests were declared.

2. STATEMENT ON EQUALITIES

In taking decisions on the undernoted items of business, the Sub-Committee **agreed**, in terms of Section 149 of the Equality Act 2010:-

- (1) to have due regard to the need to:-
 - (a) eliminate discrimination, harassment and victimisation;
 - (b) advance equality of opportunity between those who share a protected characteristic and persons who do not share it; and
 - (c) foster good relations between those who share a protected characteristic and persons who do not share it.
- (2) to consider, where an equality impact assessment has been provided, its contents and to take those into consideration when reaching a decision.

3. MINUTE OF MEETING OF THE SUB-COMMITTEE OF 20 JUNE, 2018

There had been circulated and was **approved** as a correct record, the Minute of Meeting of 20 June, 2018.

4. ACTION PLAN FOR THE GYPSY/TRAVELLER SUB-COMMITTEE

With reference to the Minute of Meeting of the Sub-Committee of 6 September, 2017 (Item 4), there was circulated a report dated 22 August, 2018, by the Housing Manager (Strategy) on the Action Plan for the Gypsy/Traveller Sub-Committee.

The Housing Manager (Strategy) introduced the report and as there was only one substantive item on the agenda, the Sub-Committee agreed to work through the Action Plan in detail, and

noted that following the meeting there would be a workshop session to identify measures to monitor the Action Plan.

Issues raised –

Outcome	Update
1	A number of opportunities had been identified by officers across services in ensuring that all services take into account the needs of the Gypsy/Traveller community when developing policies and procedures, and this would be discussed further in the workshop session, and would be followed up with a further report to the Sub-Committee.
2	Noted that the development of an information sharing protocol had been held up partly due to the introduction of GDPR guidelines. Agreed that Principal Solicitor would arrange for submission of updated template to Police Scotland by target date of end September 2018 for review by Police Scotland legal officers, and a target date for agreement by both parties by end December 2018, and thereafter a report back to Communities Committee.
3	<p>In relation to increasing Gypsy/Traveller site provision, it was noted that the Aikey Brae site had opened over the summer and was operating well. A report providing a review of the first season of operation would be taken to the next meeting of the Sub-Committee. Agreed that a visit by Elected Members should be undertaken during the closed season to see progress with previous issues raised.</p> <p>Officers were also in discussion with a number of private site owners to identify potential new sites.</p> <p>With regard to North Esk, discussions were ongoing following Council's decision to allow an additional six months of engagement and dialogue, and a report would be taken to the next meeting of the Sub-Committee.</p> <p>Housing officers were currently working with Local Development Plan team to identify potential new sites for inclusion in new LDP. Suggested that officers from LDP team be invited to a future meeting of Sub-Committee.</p>
4	<p>Strategic Housing Officer and Education Support Officer had visited Macduff Primary and offered resources and support for families of children attending the school from Gypsy/Traveller site at Banff.</p> <p>Noted there were currently a few private sites with no issues arising. Pupil numbers from the Gypsy/Traveller community were picked up through an annual pupil needs analysis.</p> <p>Noted there was currently no identified demand from Gypsy/Traveller community to build any private sites within Aberdeenshire.</p>
5	<p>In relation to numbers of encampments, noted that it had been a quiet season across the North-East, possibly due to economic situation and lack of work opportunities in the area. Numbers of unauthorised encampments was significantly lower than in previous years.</p> <p>Elected Members welcomed continuation of regular email updates from Gypsy/Traveller Liaison Officer, which could be reduced from weekly to monthly during closed season, unless any issues arose which should be reported.</p>

6	<p>Officers currently exploring idea of informal pre-identified stopping places for Gypsy/Travellers, such sites would involve negotiation between landowners and Officers. Further information being sought and a report would be brought to the Sub-Committee.</p> <p>Inspector Taylor highlighted the difference between 'negotiated stopping' and permanent sites for temporary travellers.</p> <p>Strategic Housing Officer to circulate relevant current policies for encampments to members of Sub-Committee.</p> <p>Housing Manager (Strategy) to seek a report on learning and experiences of other areas from COSLA and report back to Sub-committee.</p>
7	<p>Two families currently being assisted in process of applying for housing and one family in temporary accommodation.</p>
8	<p>Funding being sought from Capital Plan Working Group for future provision at Greenbanks, Banff. Report to be taken to Area Committee and a meeting being arranged with local residents to provide update.</p>
9	<p>Discussed LDP issue under action 3.</p>
10 and 11	<p>Re development of learning provision and partnership working to support young people from travelling culture, samples of Learning packs were available for Sub-Committee members to view and noted that these were about to go to print and would be distributed thereafter.</p>
12	<p>Action Plan for health and wellbeing being progressed for inclusion in Action Plan and a further report would be submitted to the next meeting of the Sub-Committee in November 2018.</p> <p>New funding announced by Scottish Government for mental health officers in schools. Efforts should be made to identify services available to gypsy/traveller community as well as their needs and aspirations.</p>
13	<p>Noted that a lot of work had taken place over summer in developing relationships and combatting prejudices. A cultural awareness DVD had been produced and suggested that it could be provided to Community Councils.</p> <p>Noted that an additional teacher was spending one day a week at Kinellar School to support pupils from the Clinterty Gypsy/Traveller site and this work was being fed into the Community, Learning and Development service. Considered that this type of support could be rolled out across Aberdeenshire, taking account of the needs and wishes of the gypsy/traveller community.</p> <p>Agreed officers should explore ways to promote the good work that is being done in this area in order to promote a positive message and to continue to raise awareness.</p>
14	<p>Further report on taking forward Race Equality Action Plan and associated framework to be reported to next meeting of Sub-Committee.</p>
15	<p>Cross agency media coverage and joint responses to press enquiries ongoing and noted that an officer from Comms sits on gypsy/traveller officer group.</p>

16	Interagency group working on Council's Prejudice and Discrimination reporting process. Process to report a prejudice has changed and has to be reported at a Police or Council office. Noted that Strategic Housing Officer and Gypsy/Traveller Liaison Officer would receive training on third party reporting. Need for staff at Council Service Points to be equipped and trained, to ensure process in place for third party reporting. Assistance in this available from Police Scotland's Crime Reduction Officer. Housing Manager (Strategy) to liaise with Inspector C Taylor to progress.
17	Specific issues regarding Code of Conduct on Unauthorised Encampments reported through weekly bulletin to Elected Members. Noted that each encampment is monitored as they occur. No clear picture of reasons for travel to Aberdeenshire, but feedback suggests that gypsy/traveller community do not feel under threat in Aberdeenshire, and tend to travel for work and/or family reasons.
18	Support provided by CLD officers for 'Year of Young People' in relation to young Gypsy/Travellers. Hope that this will be developed further. Recent guidance issued to support young people from travelling communities and funding to be made available for projects to look at best practice. Recommend that a report be presented to Education and Children's Services Committee and Communities Committee to raise awareness of work being undertaken with Gypsy/Traveller community. Timescale for this action in Action Plan to be changed to 'ongoing'.
19	This action duplicates discussion in action 13.

The Sub-Committee **agreed** to continue to monitor the Action Plan at future meetings.

The Chair referred to the impending retirement of Sandra Sutherland, Education Support Officer and the departure of Inspector Taylor as Police Scotland representative on the Sub-Committee and thanked both for their significant contribution to the role of the Sub-Committee in developing an interagency approach to address the needs of the Gypsy/Traveller community in Aberdeenshire. On behalf of the Committee she wished Sandra a very happy and long retirement and wished Inspector Taylor well in his new role with Police Scotland. It was confirmed that his successor would be Inspector Sheila McDermott, who was moving from the Kincardine and Mearns division.

COMMUNITIES COMMITTEE

GYPSY/TRAVELLER SUB-COMMITTEE

WOODHILL HOUSE, ABERDEEN, 12 OCTOBER, 2018

Present: Councillors A Stirling (Chair), A M Allan (attended by Skype), N Baillie, S Dickinson (as substitute for Cllr H Smith), M Ewenson, I W Taylor and S Wallace.

Apologies: Councillors D Robertson and H Smith.

Officers: Head of Service, Housing, Housing Manager (Strategy) (A Macleod), Strategic Housing Officer (L Hamilton), Gypsy/Traveller Liaison Officer (D Faithfull), Principal Solicitor (Democratic Services) (R O'Hare), and Committee Officer (A McLeod).

1. DECLARATION OF MEMBERS' INTERESTS

The Chair asked Members if they had any interests to declare in terms of the Councillors' Code of Conduct. No interests were declared.

2A. STATEMENT ON EQUALITIES

In taking decisions on the undernoted items of business, the Sub-Committee **agreed**, in terms of Section 149 of the Equality Act 2010:-

- (1) to have due regard to the need to:-
 - (a) eliminate discrimination, harassment and victimisation;
 - (b) advance equality of opportunity between those who share a protected characteristic and persons who do not share it; and
 - (c) foster good relations between those who share a protected characteristic and persons who do not share it.
- (2) to consider, where an equality impact assessment has been provided, its contents and to take those into consideration when reaching a decision.

2B. EXEMPT INFORMATION

The Committee **agreed**, in terms of Section 50A (4) and (5) of the Local Government (Scotland) Act 1973 to exclude the public from the meeting during consideration of Item 3, so as to avoid disclosure of exempt information of the classes described in paragraphs 2, 5 and 6 of Part 1 of Schedule 7A of the Act.

3. OPENING PERIOD FOR AIKEY BRAE

With reference to the Minute of Meeting of the Sub-Committee, of 21 February 2018 (item 6) when the Sub-Committee had agreed to the opening of the new site at Aikey Brae on a seasonal basis from April to September, there was circulated a report dated 5 October, 2018 by the Housing Manager (Strategy), informing Members that at the end of August and beginning of September 2018, seven traveller families had arrived and asked if they could stay

beyond the planned closing date as they wished their children to attend the local primary school and wanted to be off the road for winter, and by extending the opening period this would allow continuity of attendance at the local school and would lead to improved educational outcomes.

Members considered the various issues around the need to consider extending the opening dates of the Aikey Brae site in order to accommodate travellers who wished to remain beyond the current opening times, the changing trends in traveller movement, which is partly in line with economic and work trends, the potential for further unauthorised encampments should the opening of the existing site not be extended, the current facilities at Aikey Brae and potential need for further facilities in order to allow for longer term stays, potential options to close or mothball the site out of season if the current residents were to move on before the end of the winter, the potential for all year round opening, the availability of support staff to manage the site, the need for further measures for winter weather conditions and the benefits of having continuity of access to education and health services.

It was noted that Local Members had been consulted on the proposals and considered that the current facilities on site were inadequate for an all year round site and should be addressed before consideration is given to extending the period of operation to an all year round permanent site.

After consideration, the Sub-Committee **agreed**:-

- (1) in principle, to extend the opening period of the Aikey Brae site to 31 March, 2019, in order to continue to accommodate travellers who may otherwise present as homeless should the site close;
- (2) that a report be presented to the next Gypsy/Traveller Sub-Committee on 21 November, 2018 to review the provision onsite, further requirements and to explore options for extending the opening periods for Aikey Brae and Greenbanks in the future;
- (3) that the Gypsy/Traveller Liaison Officer should seek the views of the gypsy/traveller community with regard to giving consideration to designing the opening periods for gypsy/traveller sites around the school year periods;
- (4) that the Gypsy/Traveller Liaison Officer should inform the residents of the outcome of the meeting of the Sub-Committee; and
- (5) that Local Members and the Area Manager be kept apprised of developments.

The Sub-Committee further **agreed** that a report entitled 'Educational and Learning Provision for Children and Young People from Gypsy/Traveller Communities' which was presented to the Education and Children's Services Committee on 11 October 2018, should be circulated to Members of the Sub-Committee for their information.

REPORT TO GYPSY TRAVELLER SUB-COMMITTEE – 21 NOVEMBER 2018

ACTION PLAN FOR THE GYPSY/TRAVELLER SUB-COMMITTEE

1 Recommendations

The Committee is recommended to:

1.1 Monitor the Action Plan.

2 Background

- 2.1 Aberdeenshire Local Housing Strategy 2018-2023, identifies minority ethnic communities as one of nine priorities. For each of the priorities in the local housing strategy, there is an action plan and performance management framework. Within the minority ethnic communities' priority, there is a Gypsy/Traveller Officer Group, which monitors and delivers an action plan across partner agencies. While much of this work is shared with the Gypsy/Traveller Sub-Committee, it was agreed at the meeting on the 6th September 2017, to formalise this approach, by creating an action plan for members to review at each meeting.
- 2.2 The Gypsy/Traveller Sub-Committee action plan can be viewed in **Appendix 1**. It has been informed by actions from previous meetings of the sub-committee including the wide-ranging session held on 21 June 2017, on meeting the needs of Gypsy/Travellers. In addition it is based on the existing action plan of the Gypsy/Traveller Officer Group.
- 2.3 The Action Plan will be monitored at every meeting of the sub-committee. Furthermore, it should help to inform the agenda for future meetings.
- 2.4 The Action Plan has been updated to take account of the recommendations from the Gypsy/Traveller Needs Assessment 2017.
- 2.5 Following the meeting of the committee on 5 September 2018, a workshop was held to review the action plan in relation to performance measures and outcomes. The action plan has been updated to take account of feedback from this session. In addition, officers are responding to the feedback on performance indicators and are developing a performance management framework to be incorporated into the action plan. This will be reported to the next meeting of the committee.
- 2.6 The Head of Finance and Monitoring Officer within Business Services have been consulted in the preparation of this report and had no comments to make and are satisfied that the report complies with the Scheme of Governance and relevant legislation.

3. Scheme of Governance

- 3.1 This Committee is able to consider this item because it relates to a function of the Committee to develop and approve Council policies and practices in respect of a) addressing the accommodation needs which meets the needs, culture and lifestyle of Gypsy/Travellers and unauthorised encampments.

4. Implications and Risk

- 4.1 An equality impact assessment has been carried out as part of the development of the Action Plan.

Positive impact as follows:

- The Action Plan includes increasing site provision for Gypsy/Travellers
- Gypsy/Travellers are to be able to access appropriate land, housing and support and encourage social integration.
- The provision of well –maintained permanent and stop over sites will contribute to meeting the needs of the Gypsy/Traveller Community.
- Gypsy/Travellers wishing to build private sites with be provided with assistance

- 4.2 Any resource implications arising from these actions will be reported to the sub-committee accordingly.

- 4.3 The following risks apply:

- ECSSR004 – Support Inclusive, Vibrant and Healthy Communities. The Gypsy/Traveller Officer Group meets regularly to receive feedback from Gypsy/Travellers and to ensure access to services. Regular monitoring of the action plan will mitigate risk.

- 4.4 A Town Centre Impact Assessment is not required as this does not have a differential impact on the Town Centre First Principle.

Stephen Archer, Director of Infrastructure Services

Report by Ally Macleod, Housing Manager (Strategy)
23 October 2018

GYPSY/TRAVELLER SUB GROUP ACTION PLAN – 21ST NOVEMBER 2018

Outcome: The needs of Gypsy Travellers are met by more informed and joined-up planning of service delivery from Aberdeenshire Council and partner agencies					
No	Action	Lead	Deadline	Progress Update	Status
1	All services in Aberdeenshire Council take into account the needs of Gypsy/Travellers when developing policies and procedures.	All services	Ongoing	Policy Statement has been agreed by the Gypsy/Traveller Sub Committee. There has been some feedback on the Code of Conduct which is part of the Management of Unauthorised Encampments policy and procedures. This will be reviewed by Officers in conjunction with Gypsy/Travellers.	✔
2	Information sharing protocol is agreed between partners to enable joint working	Solicitor, Legal and Governance	December 2018	Updated template received. To be forwarded to Police Scotland by the end of September 2018. Deadline for finalising the protocol is December 2018. To be reported to the Communities Committee on 20 th December 2018.	✔
Outcome Gypsy/Travellers normally resident in Aberdeenshire and Gypsy/Travellers visiting the area have accommodation that meet their needs, culture and lifestyle					
3	Increase Gypsy/Traveller site provision in Aberdeenshire. The Local Development Plan should identify suitable sites for the Gypsy/Traveller community. It should also consider whether policies are required for small privately-owned sites for Gypsy/Travellers	Affordable Housing Officer	Ongoing	Site Provision Strategy agreed by Aberdeenshire Council in 2015 is under review. Aikie Brae site completed and opened in May 2018. At an extraordinary meeting of the sub-committee convened on the 12 th October 2018 it was agreed in	✔

			<p>principle, to extend the opening period of the Aikey Brae site to 31 March, 2019, in order to continue to accommodate travellers who may otherwise present as homeless should the site close and that a report be presented to the next Gypsy/Traveller Sub-Committee on 21st November, 2018, to review the provision onsite, further requirements and to explore options for extending the opening periods for Aikey Brae and Greenbanks in the future and the Gypsy/Traveller Liaison Officer should seek the views of the Gypsy/Traveller community with regard to giving consideration to designing the opening periods for gypsy/traveller sites around the school year periods.</p> <p>Aberdeenshire Council, at its meeting on 28 June 2018, approved an additional six months of engagement and dialogue, with the residents of North Esk Park, in the pursuit of an acceptable solution with a further update report to the meeting of Aberdeenshire Council on 17 January 2019.</p> <p>Housing officers to work with the Local Development Plan Team to identify</p>	
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				potential new sites for inclusion in new LDP and increase the visibility of sites in the LDP. Suggested that officers from LDP team be invited to a future meeting of Sub-Committee.	
4	Provide assistance to Gypsy/Travellers wishing to build private sites, giving consideration as to how Gypsy/Traveller communities can realise aspirations around private site development, including working in partnership with agencies such as Planning Aid Scotland	Gypsy/Traveller Liaison Officer	Ongoing	Support continues to be provided to Gypsy/Travellers wishing to build their own sites and investigation will be made into partnership working where possible. There is positive partnership working with Education and support can and is put in place as need is identified.	✔
5	Monitor the numbers, size and location of unauthorised encampments	Gypsy/Traveller Liaison Officer	Ongoing	Gypsy/Traveller Liaison Officer continues to monitor encampments and provide regular updates to members. The Gypsy/Traveller Liaison Officer will continue to circulate succinct weekly updates on encampments, although these can be reduced to monthly updates over the winter season. This season has seen a reduction in the number of encampments, thought to be related to the downturn in the local economy and employment opportunities.	✔
6	Working with Gypsy/Traveller communities to explore options for improving the management of encampments and the	Gypsy/Traveller Liaison/Strategic Housing Officer	Ongoing	Engage with Gypsy/Travellers and discuss concepts for well managed encampments. Investigate 'Negotiated Stopping' and consider if it would be	✔

	potential for developing more informal stopping places ('Negotiated Stopping')			feasible to operate this in Aberdeenshire, working with the settled community. COSLA and the Site Managers Network are hosting events in mid-November on Negotiated Stopping. Report to future Sub-Committee.	
7	Assist Gypsy/Travellers with their housing needs	Gypsy/Traveller Liaison Officer/Housing Options and Homelessness	Ongoing	Officers continue to provide support for Gypsy/Travellers wishing to access housing. Two families have been receiving assistance with applications for permanent housing.	✔
8	Take into account new Scottish Government permanent site standards for future provision at Greenbanks, Banff.	Housing Manager	Ongoing	Options under consideration. Consultation has taken place with Gypsy/Travellers, local and sub-committee members. Consultation was carried out with residents on 19 th September 2018. Banff and Buchan Area Committee agreed to add project on to housing workplan on 6 November 2018. Further report to follow to Aberdeenshire Council on 22 November 2018.	✔
9	A review of the approach of including the provision of Gypsy/Traveller sites as part of wider housing/accommodation developments (e.g. within Local Development Plans).	Housing Manager		Please refer to Action 3.	✔

Outcome: Education needs of Gypsy/Travellers are met			
10	Further develop learning provision for children and young people from the Travelling Culture within Aberdeenshire based on a mixed model of delivery.	Education Support Officer	<p>June 2018</p> <p>Learning packs have been developed and are being printed. Examples were available for Sub-Group members Guidance and advice Guidance to support school colleagues has been developed. An easy to read leaflet has been produced giving detail of support available to families. Support for families is provided by the Gypsy/Traveller Liaison Officer, Education Support Officer and Additional Support for Learning teachers.</p> 
11	Further develop partnership working to support families, children and young people from the Travelling Culture within Aberdeenshire.	Education Support Officer	<p>June 2018</p> <p>Collaborative working and partnership working has been at the forefront of developing learning provision. Early Years, Education and Community Learning Development have worked together to deliver support. The Education Support Officer continues to attend appropriate national and local events e.g. Traveller Education Network which is held at the University of Edinburgh.</p> 

				<p>Officers and teaching staff, working with children and young people from a Gypsy/Traveller background, provide support and advice to schools. Working collaboratively we will continue to investigate ways to support families engage in learning, which can include school attendance. This includes supporting families who may be</p> <ul style="list-style-type: none"> • Settled • Semi – sedentary • Highly mobile • Out of school • Living within Aberdeenshire including on Aberdeenshire sites/"private sites"/ unauthorised sites. 	
12	<p>Outcome: Support, care and health needs of Gypsy/Travellers are better met</p> <p>Use health engagement/outreach to ensure those temporarily resident in Aberdeenshire have access to preventative health information and services.</p>	Health	Ongoing	<p>Further to the report to the Gypsy/Traveller Sub Committee of 20 June 2018, providing an update on Gypsy/Traveller health and wellbeing, including the use of health services and outlining action to improve the health and wellbeing of the Gypsy/Traveller community in Aberdeenshire. The report presented to the Gypsy/Traveller Sub Committee of the 20 June 2018, providing an update on Gypsy/Traveller health and</p>	

				<p>wellbeing has been presented to partnership groups.</p> <p>The report identified the need to address:</p> <ul style="list-style-type: none"> • Primary Care • Dental Care • Continuity of care • Expectations • Mental Health <p>A meeting has been arranged with George Howie, Principal Health Improvement Officer, to progress the actions. Specific actions will be included in this action plan.</p>	
<p>Outcome: Better and more constructive relationships are developed between Gypsy/Travellers and settled communities</p>					
13	<p>Combat prejudice against the Gypsy/Traveller community, including, by providing information about culture, history and needs, whenever opportunity arises</p>	<p>Gypsy/Traveller Liaison Officer</p>	<p>Ongoing</p>	<p>A Cultural Awareness Pack and a DVD are to be developed, with input from Education Services. Gypsy/Traveller Cultural Awareness training session for the Gypsy/Traveller Liaison Officer to be arranged with David Donaldson of Article 12. Officers should explore ways to promote the good work being undertaken in this area to promote a positive message and to continue to raise awareness. The Gypsy/Traveller Interagency Group provides a forum</p>	

14	The Scottish Government's Race Equality Action Plan (and associated Framework) should be used as a means to drive forward action at a local level, as well to continue and enhance joint working at a regional level	Strategic Housing Officer/Gypsy/Traveller Liaison Officer	Ongoing	Be aware of and take account of the information contained within the Scottish Government, A Fairer Scotland for All; Race Equality Action Plan 2017-2021. Further report on taking forward Race Equality Action Plan and associated framework to be reported to Gypsy/Traveller Sub-Committee on 21 st November 2018.	
15	All Agencies should work together to counter prejudiced media coverage, provide joint responses to press inquiries about Gypsies/Travellers encampments and coordinate legal action where necessary.	Gypsy/Traveller Liaison Officer	Ongoing	Officers are working together, to monitor and respond where appropriate. Work closely with Corporate Communications, with representative from Corporate Communications sitting on the Gypsy/Traveller Officer Group. Cross agency media coverage and joint responses to press enquiries	
16	Raise awareness of the Aberdeenshire Council's Prejudice and Discrimination reporting process and encourage Gypsy/Travellers to report incidences of Hate Crime.	Gypsy/Traveller Liaison Officer	Ongoing	Under discussion at the Gypsy/Traveller Interagency Group. Training arranged on Third Party Reporting for the Gypsy/Traveller Liaison Officer and Strategic Housing Officer. Exploring the impact of GDPR. Updated <u>Prejudice Incident Reporting</u> information is on the Aberdeenshire Council website.	

for discussion. There has been some positive press coverage.

17	Encourage Gypsy/Travellers to adhere to the Code of Conduct on Unauthorised Encampments	Gypsy/Traveller Liaison Officer	Ongoing	Adherence to the Code of Conduct is high and is continually monitored. Feedback suggests Gypsy/Travellers feel safe in Aberdeenshire.	
18	Support the Aberdeenshire Children & Young People's Charter for Gypsy/Traveller Communities	Strategic Housing Officer/Gypsy/Traveller Liaison Officer	Ongoing	The Charter was agreed at Aberdeenshire Council on the 27 th September 2018. The year of Young People has been supported by Officers.	

Completed Actions

Outcome: The needs of Gypsy Travellers are met by more informed and joined-up planning of service delivery from Aberdeenshire Council and partner agencies					
No	Action	Lead	Deadline	Progress Update	
1	Reflect the site and support needs of Gypsy Travellers in the Housing Need and Demand Assessment	Housing Manager	September 2017	Complete.	
2	Carry out research across the North East to identify the accommodation and support needs of Gypsy/Travellers	GREC	November 2017	Completed and actions included in the Gypsy/Traveller Action Plan.	
18	Support 'Year of Young People' 2018, with a particular interest in June 18 as this is Gypsy/Traveller History Month.	Gypsy/Traveller Liaison Officer	Ongoing	Support provided by CLD Officers for 'Year of Young People' in relation to young Gypsy/Travellers. Recent guidance issued to support young people from travelling communities and funding to be made available for projects to look at best practice. A report was presented to Education and Children's Services Committee	

REPORT TO GYPSY TRAVELLER SUB-COMMITTEE – 21 NOVEMBER 2018

A FAIRER SCOTLAND FOR ALL, RACE EQUALITY ACTION PLAN 2017-2021

1 Recommendations

The Committee is recommended to:

- 1.1 **Review the Scottish Government, ‘A Fairer Scotland for All; Race Equality Action Plan 2017-2021’ and how it relates to and is reflected in the Gypsy/Traveller Sub Committee Action Plan.**
- 1.2 **Agree to add Action 3 and Action 8, from the Race Equality Action Plan into the Gypsy/Traveller Sub-Committee Action Plan.**

2 Background

- 2.1 There is evidence available that outcomes for Gypsy/Travellers experience poor outcomes across a number of areas. It is often stated that discrimination against Gypsy/Travellers is far more accepted and normalised than that directed at other minority ethnic communities. The difficulties experienced by Gypsy/Traveller communities in Scotland are long standing and appear to be intractable.
- 2.2 The Scottish Government has established a Ministerial Working Group, chaired by the Cabinet Secretary for Communities, Social Security and Equalities, attended by the Ministers for Local Government & Housing, Childcare & Early Years, Employability & Training and Public Health & Sport. The Working Group will determine priorities for action and drive forward the changes required to start making improvements for Gypsy/Travellers across a range of issues.
- 2.3 Action 14 of the Gypsy/Traveller Sub-Committee Action Plan, makes reference to the actions in ‘A Fairer Scotland for All; Race Equality Action Plan 2017-2021’, which are being addressed by the Ministerial Working Group. It was agreed that this should be used as a means to drive forward action at a local level as well as to continue to enhance joint working at a regional level
- 2.4 The table below identifies how the key actions within the Race Equality Action Plan 2017-2021 are reflected in the Gypsy/Traveller Sub Committee Action Plan.
- 2.5 The key actions will be monitored and regular updates on progress will be reported to the committee.
- 2.6 Future outputs of the Ministerial Working Group will be reported to this committee for consideration.
- 2.7 The Head of Finance and Monitoring Officer within Business Services have been consulted in the preparation of this report and their comments are

incorporated within the report and are satisfied that the report complies with the Scheme of Governance and relevant legislation.

3. Scheme of Governance

- 3.1 This Committee is able to consider this item because it relates to a function of the Committee to develop and approve Council policies and practices in respect of a) addressing the needs, culture and lifestyle of the Gypsy/Traveller community.

4. Implications and Risk

- 4.1 An equality impact assessment has been carried out as part of the development of the Action Plan.
- 4.2 Any resource implications can be met from within existing budgets. Action 8 in the Race Equality Action Plan relates to the Scottish Government making resources available for organisations working to support Gypsy/Travellers.
- 4.3 A Town Centre Impact Assessment is not required as this does not have a differential impact on Town Centre First Principle.

Stephen Archer, Director of Infrastructure Services

Report by Liz Hamilton, Strategic Housing Officer
23 October 2018

Key activities within the Scottish Government's Race Equality Action Plan 2017-2021

No	Scottish Government Key Action	Reference to the Gypsy/Traveller Sub-Committee Action Plan	Ref No
1.	The Gypsy/Traveller Programme of Work will bring together all the relevant policies across Scottish Government to help secure improved outcomes for the community.	All services in Aberdeenshire Council take into account the needs of Gypsy/Travellers when developing policies and procedures.	1
2.	A mechanism will be established, to ensure continued engagement with stakeholders and members of the community.	Working with Gypsy/Traveller communities to explore options for improving the management of encampments and the potential for developing more informal stopping places ('Negotiated Stopping')	6
3.	Work will take place with National Records of Scotland as they engage with Gypsy/Travellers and devise their plans for Scotland's Census 2021	Officers will continue to work with National Records of Scotland and Scottish Government as these plans emerge.	14
4.	A joint Scottish Government and COSLA summit will be held in 2018 with local authorities to share best practice on improving the lives of Gypsy/Traveller communities	Working with Gypsy/Traveller communities to explore options for improving the management of encampments and the potential for developing more informal stopping places ('Negotiated Stopping')	6
5.	A review will be held into the progress of local authorities and Registered Social Landlords towards meeting the minimum site standards for Gypsy/Traveller sites ahead of the June 2018 deadline	Combat prejudice against the Gypsy/Traveller community, including, by providing information about culture, history and needs, whenever opportunity arises	13
		Take into account new Scottish Government site standards for future provision at Greenbanks, Banff. The site at Aikey Brae meets the site standards.	8

No	Scottish Government Key Action	Reference to the Gypsy/Traveller Sub-Committee Action Plan	Ref No
6.	Educational guidance will be published aimed at schools, including early learning and childcare settings, and local authorities, to help them improve educational outcomes for Traveller children	Further develop learning provision for children and young people from the Travelling Culture within Aberdeenshire based on a mixed model of delivery	10
7.	There will be engagement with the Health and Social Care sector to improve Gypsy/Travellers' access to and experience of healthcare services over the lifetime of this Parliament.	Further develop partnership working to support families, children and young people from the Travelling Culture within Aberdeenshire	11
8.	There will be financial support for organisations working to improve outcomes in areas such as employment, health and education for the Gypsy/Traveller and Roma communities.	Use health engagement/outreach to ensure those temporarily resident in Aberdeenshire have access to preventative health information and services.	12
9.	Social media and the One Scotland website will be used to promote the Gypsy/Traveller community and organisations	Officers will continue to monitor opportunities for additional support.	10/1/12
10	Scottish Government will remain committed to Scotland's plan-led system being more effective, and we will review the Scottish Planning Policy (SPP), including to enable the positive planning of family sites for the Gypsy/Traveller community, over this parliamentary term. The Planning Bill will	All Agencies should work together to counter prejudiced media coverage, provide joint responses to press inquiries about Gypsies/Travellers encampments and coordinate legal action where necessary.	15
		Increase Gypsy/Traveller site provision in Aberdeenshire. The Local Development Plan should identify suitable sites for the Gypsy/Traveller community. It should also consider whether policies are required for small privately-owned sites for Gypsy/Travellers	3
		Provide assistance to Gypsy/Travellers wishing to build private sites, giving consideration as to how Gypsy/Traveller communities can	4

No	Scottish Government Key Action	Reference to the Gypsy/Traveller Sub-Committee Action Plan	Ref No
	<p>pursue a higher, statutory status for policies contained within the SPP. It will also pursue measures aimed at encouraging wider engagement in the development plan.</p>	<p>realise aspirations around private site development, including working in partnership with agencies such as Planning Aid Scotland</p>	
	<p>A review of the approach of including the provision of Gypsy/Traveller sites as part of wider housing/accommodation developments (e.g. within Local Development Plans).</p>	<p>9</p>	
11.	<p>There will be partnership working with Young Scot to develop a Strategic Participation Panel of minority ethnic young people, building on the Fairer Future project, to develop skills and understanding for young people to participate in local and national decision making processes</p>	<p>This relates to the action to support 'Year of Young People' 2018.</p>	18
12.	<p>There will be work with stakeholders and minority ethnic communities to develop awareness, learning and capacity building in relation to participation requests that can be made under the Community Empowerment Act.</p>	<p>The Gypsy/Traveller Liaison Officer and other services will continue to work with the Gypsy/Traveller community to improve outcomes.</p>	4/10/11

REPORT TO GYPSY TRAVELLER SUB-COMMITTEE – 21 NOVEMBER 2018

Review of Aikey Brae Travellers Site, Old Deer

1 Recommendations

The Committee is recommended to:

- 1.1 Review the feedback from users of Aikey Brae Travellers Site since opening in May 2018.**
- 1.2 Agree to receive a further report to the next meeting of the committee to take account of comments from the committee in response to the feedback received by site users.**

2 Background

- 2.1 At its meeting on 21 February 2018, the Committee agreed that officers would report back to the Committee once Aikey Brae had been in operation for its first season. Further to this, it was agreed at the 12 October Committee that a report be presented to the next Committee on 21 November to review the provision onsite, further requirements and to explore options for extending the opening periods for Aikey Brae and Greenbanks in the future.
- 2.2 The site was opened on 8 May 2018, on the basis of a maximum stay of two weeks, unless otherwise agreed. After a slow start to the season, the site became well used and there was demand to extend the opening period. In a number of cases, it became apparent that the Travellers' preference was to remain on site for longer periods of time. This could be facilitated as supply of pitches was higher than demand.
- 2.3 The Gypsy/Traveller Liaison Officer carried out surveys with the residents on site and, as part of the feedback, they suggested that it would be preferable, if the facilities could be upgraded to make the site more attractive to Gypsy/Travellers which would contribute to improved health outcomes for the families on site.

3. Feedback on management arrangements and facilities at Aikey Brae

3.1 Feedback from the surveys was as follows:

- The majority of Travellers would be willing to pay higher rent for improved facilities
- The majority of Travellers indicated that they would like the length on site to be ongoing and not restricted to a specific time period
- The majority of Travellers indicated that they would utilise the site throughout the year, although summer was also noted as a preferred time to visit

- The majority of Travellers indicated that they would be happy to return to Aikey Brae as it was secure, well managed, quiet and close to the school
- 3.2 In response to questions about the facilities on Aikey Brae, the feedback was as follows:
- All respondents expressed a wish for improved facilities such as toilets, showers, laundry facilities, access to internet, for children's homework and access to television (particularly for the children) .
- 3.3 Some of this feedback echoes the views expressed by local members for the committee meeting on 12 October 2018.
- 3.4 In the light of this feedback, officers have been working with Property services to investigate various options. This is ongoing and officers will report back to the next meeting of the committee to assess the viability of proposed facility upgrades.
- 3.5 Further engagement will take place with representatives from Gypsy/Travellers and with local members with regards to extending opening periods for local authority provision in Aberdeenshire. This will be reported back to the next sub-committee.
- 3.6 The Head of Finance and Monitoring Officer within Business Services have been consulted in the preparation of this report and their comments are incorporated within the report and are satisfied that the report complies with the Scheme of Governance and relevant legislation.

4. Scheme of Governance

- 4.1 This Committee is able to consider this item because it relates to a function of the Committee to consider and approve arrangements regarding the provision of Gypsy/Traveller accommodation.

5 Implications and Risk

- 5.1 An equality impact assessment was previously carried out on the management proposals at Aikey Brae. A further impact assessment will be carried out on any proposed change of management arrangements or facilities.
- 5.2 Any resource implications arising from these recommendations will be reported to the sub-committee accordingly.
- 5.3 The following risks apply:
- ACORP009 – Operational Risk Management. This will be mitigated through adherence to health and safety policy and close management on site.
 - BSSR001 – Balancing the Books. There continues to be funding pressures on capital and revenue budgets. Any proposals coming forward should aim to be self-funding.

- BSSR006 – Digital Innovation. Support from residents for wi-fi internet access will contribute to reducing digital isolation. This will be further investigated as part of the recommendations above.

5.4 A Town Centre First Impact Assessment is not required because this site does not have an impact on town centres.

Stephen Archer
Director of Infrastructure Services

Report prepared by Liz Hamilton, Strategic Housing Officer, and Ally Macleod, Housing Manager. 24 October 2018