

Gypsy/ Traveller Action Plan

Strategic Objective	What do we need to do to make the change?				Target Timescale	How will we know things have been improved? What are our performance measures?	How well have we got on? Score progress and ground in evidence.									
	Ref	Action	Cross Reference; Strategic Outcome Statement	No			Description	Performance measures 09/10	As at 9th December 2009	Progress since GTOG, Feb 2010	Progress since GTOG, May 2010	Progress since GTOG, Aug 2010	Progress since GTOG, Nov 2010	As at 11th March 2011	As at 1st June 2011	As at end July 2011
Objective (1) Better planning by Aberdeenshire Council and partner organisations to anticipate, and plan to meet, the future needs and aspirations of Gypsies/ Travellers in Grampian.	1.1	Establish an Encampment Management Strategy for the whole of the Grampian Area		1	Use the Interagency Group to oversee the Strategy and act as a mechanism for sharing information and intelligence. Develop and review, standard encampment management policies/ guidelines with Aberdeen City and Moray Councils and Grampian Police	Ongoing	Have a Strategy in place.	Interagency Group (which includes Aberdeenshire Council and partner organisations) meet every quarter and have agreed to act as the mechanism for the three local authorities to take forward the Grampian Gypsy/ Traveller Action Plan.		Dave will examine each of the three unauthorised encampments policies (Aberdeen City, Aberdeenshire and Moray).	Dave will examine policies as a matter of urgency. Moray Council has just had their policy agreed at committee. Dave will use this as a template for a combined policy. It will then have to go to respective committees	Dave redrafted the policy which went to Policy and Resources Committee on 11 November. Was agreed that the draft revised policy on managing unauthorised encampments of Gypsies/Travellers be subject to consultation with the Area Committees before going back to P&R for final approval	Redrafted policy currently going round Area Committees. GTLW has consulted G/Ts in Aberdeenshire and neighbouring LAs on the changes to the Policy. ACC has approved their Unauthorised Encampments Policy.	Policy approved by P&R Committee April 2011.		
				2	As part of the Local Housing Strategy, consult with the Gypsy/ Traveller community on housing priorities for the next 5 years	By Sept 2011							Questionnaire currently being drafted which will be circulated to the travelling community via the GTLW and the Gypsy/ Traveller Summit planned for the beginning of April '11.	With the help of Dave (GTLW) received approx 80 returns on the LHS questionnaire.	Analysis of the questionnaire returns to be completed over the summer.	Three main actions have been agreed by the group to take forward within the LHS - 1 - Well maintained sites that meet the needs of the Gypsy/ Traveller Community; 2 - Encouraging the reporting of discrimination; 3 - Relations between Gypsies/ Travellers and settled communities have clear guidelines on acceptable behaviour established for both.
Objective (2) Gypsies/Travellers normally resident in Grampian and Gypsies/Travellers visiting the area have accommodation that meets their needs, culture and lifestyle	2.1	Provision of well maintained sites that meet the needs of the Gypsy/ Traveller Community.		3	Build a Grampian network of stop-over sites c6 pitches per site with Aberdeen City and the Moray Councils.	By Apr 2012	Number of new pitches provided	Draft proposal of a Gypsy/ Traveller Site Development Officer post to be discussed at Joint Services Board meeting on 15th Dec 09. However, following the break-up of GTEIP the G/T Working Group does not see this as a priority and would like to investigate the possibility of employing a Gypsy/ Traveller Liaison Officer.	No sites currently being considered. Moyra and Dave to meet with Housing Strategy Officers	Housing Strategy Officers to contact colleagues in Estates to check for suitable sites as well as potential sites in the open market. 4 Sites have been identified as possibilities within the Local Dev Plan at Ellon, Portlethen, Inverurie and Black Dog.	Await decision from Joint Services Board Meeting	A meeting to discuss the development and management of potential transit sites took place on 28th October. This included sites proposed within the Local Development Plan as well as those outwith. It was agreed actions from this meeting would form part of the GTOG Action Plan. Aberdeenshire and Aberdeen City representatives met with the First Minister (12/01/11) to take forward the issues surrounding transit sites. To enable a case to be put forward to obtain funding from the Scottish Government, the two councils need to put forward outline proposals and indicate the level of funding required. The Moray Council are not involved in this. The GTLW has consulted G/Ts on transit sites	Proposals were submitted for the expansion of the Clinterty site to include 9 transit sites. Aberdeen City Council has been allocated £120k funding from the Scottish Government to develop this. Aberdeenshire Council has been allocated £37k funding for the proposed transit site outside Stonehaven. This site could hold approximately 8 pitches.	Moyra and Norman to meet with Amanda Farquhar and Martin Smith from Aberdeen City Council on 9th June to discuss the management of the proposed stop-over site at Clinterty.	Aberdeen City Council are in the process of drafting a SLA proposal for Aberdeenshire Council for consideration. In general it will seek £10k funding for staffing at the site for 12 pitches on Clinterty which will become stop-over sites.	Aberdeen City Council were asked to provide a more detailed proposal by end Oct 11. However, to date nothing has been received.
			Affordable Housing Action Plan; Action No	4	Assess potential stop-over sites outwith Local Development Plan	Ongoing	Number of unauthorised encampments					Dave, Moyra, Ron Davidson (Estates) and Arthur Ingram (Env Health) visited 12 suggested sites around Stonehaven on 4/11/10. Dave will draft a specification for a typical site, including a block plan and liaise with Ron Davidson to estimate costs involved. Aberdeen City are considering the expansion of Clinterty to incorporate transit sites. Although this perhaps isn't the best long term solution its the only option on the table for either council. There is a need to address this matter asap	Work is ongoing to secure a transit site in the Stonehaven area. Strategic Development Officers (Housing Strategy) are also investigating sites identified through ASPC to see whether they have any potential re G/Ts. Dave, Moyra and Anna (Housing Dev Officer) will visit site identified on ASPC site to check its suitability as a transit site. Two sites in K&M are currently being considered as potential stop-over sites. These are to be discussed with Property services	Dave, Anna and Moyra visited a potential site that is for sale on the open market outside Ellon in early May. Priority will be give to developing a potential site to the south of Aberdeenshire in the Stonehaven area. One of the sites in K&M looks positive for developing into a stop-over site. Still awaiting feedback from Property services before we can move forward.		The stopover site near Stonehaven is progressing well. A meeting with the Area Managers and council officers are to meet on 23rd Nov to discuss the submission of a planning application for the site and other issues relating to the development and management of the site. The specific location of the site is currently confidential.
				5	Transit sites form part of developments within Local Development Plan	By Apr 2012						Michael will circulate details for comment of possible criteria for transit sites as part of the Local Development Plan proposals.	LDP is due to be submitted to ministers for examination at end of March 2011. It is expected to be adopted, pending examination, by early 2012.	There is the possibility of Gypsy/ Traveller stop-over sites having to be moved if they fall within land that is removed from the master plans.		Negotiations are ongoing with respect to the Elsieck site development.
			Housing Management Action Plan; Action No	6	Consider sharing the management of transit sites with Aberdeen City and the Moray Council and Local Housing Associations	By Apr 2012						Norman and Moyra to work with officers from the two neighbouring authorities to develop a management policy, concentrating on the length of stay on transit sites, associated fees and access to facilities.	Now need to work out specifics over the next month re Clinterty. E.g. length of stay, payment, equality issues. Alison McLaughlin now representing Langstane Housing on GTOG. Dave will involve Alison on progressing on the Stonehaven site. Alison will research English LAs to see how RSLs have fitted in to the development and management role of transit sites.	See Action 3.	See Action 3 above.	See Action 3 above.
	2.2	Gypsies/Travellers' accommodation and support needs are integrated into LHS and other appropriate local authority strategies.		7	Outcomes articulate with work in other Services	Ongoing	Actions relevant to Services within the Council are included within Service Specific Plans	Newly formed Gypsy/ Traveller Officers Group (GTOG) meet every quarter to update Action Plan.			Continue to monitor			GTOG Officers to agree redrafted Outcome Statement and Terms of Reference at meeting on 1st June 2011.	The GTOG Action Plan ensures officers are aware of the work being carried out within all Services in the Council.	
			Homelessness Action Plan; Action No	8	Reduce the number of homeless presentations	By Apr 2011	Number of Gypsies/ Travellers applying as homeless.	Number of applicants have fallen from 11 to 9 over the past two years.	No update					The monitoring form at the end of the Homeless Application form is not used as part of the assessment process. This is the only part of the form where the applicant can specify that they are a Gypsy/ Traveller.		

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				9	Monitor the number of Council housing applications from Gypsy/ Travellers	By April 2012	Number of Gypsies/ Travellers applying for Council housing.	No recordings over the past few years, however, may be as a result of G/Ts not wanting to self identify.	No update					Gypsies/ Travellers are reluctant to self identify when applying for Council Housing.		
	2.3	Accommodation meets the needs of current users.	Housing Management Action Plan; Action No	10	Consider the options for the future of Greenbanks	By Jan 2012	Agreed remit for Greenbanks	Options to be investigated include revising the lettings policy of the site and the possibility of selling the site to the travellers that currently use the site. However, this procedure will change the status quo which is contrary to what was advised at local Area Committee.	Housing Service to give consideration to a lettings policy for Greenbanks by Dec10.	Examine current running costs of Greenbanks site. Discuss possibility of selling site to current users. Consider the legality of the current lettings policy.	Norman will draft a paper to Housing Management Team (HMT) concentrating on the Lettings Policy with Greenbanks.	Norman drafted a paper for Estates Management for comment/ consideration before it goes to HMT later in the year.	Greenbanks is currently running at a loss of approx £8-10k per annum. The Housing Service is currently considering the options available for Greenbanks: 1 - Review of the Lettings Policy; 2- Possible leasing of the site; 3- Selling the site as a G/T site; 4- Continue the status-quo but with higher rents to break even.	Moira will meet with officers from Property, Finance and Legal Services in June to discuss the proposed options for Greenbanks.	Surveys were sent out 12th July to current residents of Greenbanks as well as those on unauthorised encampments. The 5 options are: 1-Review the current Lettings Policy; 2- Review the Charging Policy; 3- Lease the site to the Gypsy/ Traveller Community; 4- Close the site and provide a network of stop-over sites throughout Aberdeenshire; 5-Sell the site at a point in the future. Results of survey will be fed back to Area Committees.	A review of the charges for Greenbanks will be reported to Banff & Buchan Area Committee in Dec '11 and then to Full Council in Feb'12 for agreement.
	2.4	Provision is of high quality and well-maintained accommodation, meeting the highest standards in line with current Scottish Government Guidance.		11	Cyclical upgrades to all Local authority accommodation provided to Gypsies/Travellers	Following annual inspection in February/March prior to site opening, with response repairs addressed as requested and required	Well maintained sites	Ongoing. Warden employed at Greenbanks site 2hours per day/ 6 days per week.								
			Fuel Poverty Action Plan; Action No	12	Help reduce fuel poverty for Gypsies/ Travellers and achieve affordable warmth											Liaison Officer met with Mel and SCARF to raise awareness of the services that SCARF offer. The Liaison Officer was provided with leaflets to give to Gypsies/ Travellers. SCARF services are provided to all residents and Gypsies/ Travellers can access these services
			Particular Needs Action Plan; Action No	13	Adaptations policy and practice is reviewed for Gypsies/Travellers with particular needs/disabilities, considering - Regular visits and inspections by specialists - i.e. Occupational Therapists, Social Work - to ensure unmet needs/improvements are identified.	Ongoing	Number of particular needs enquiries received.		James to meet with OTs to raise the issues of OTs helping Gypsies/ Travellers	The Equipment and Adaptations Group considered it appropriate for advice to be offered in respect of communal facilities (particularly showers). Occupational Therapists should be involved in the plans for any communal facilities once sites have been identified.				Policy has been developed and published.		
				14	Regular consultations are undertaken with site residents groups and relevant agencies on site layout and maintenance	Annually					Michael will circulate an update on the Masterplans which will include more specific information on the location of proposed transit sites and the protocol surrounding consultation procedures.	Michael's colleague, Jill, is working on the criteria for developers of a transit site i.e. number of pitches/ plans etc. Developers don't yet have the specifics of G/T halting sites on their plans.				
	2.5	Provisions for privately developed Gypsies/Travellers sites are incorporated into local development plans.		15	Put in place arrangements to ensure good quality provision that complies with relevant legislation such as caravan sites and Control of Development Act 1960.	By Apr2010	Number of private sites developed	1 Application for a private site was submitted and withdrawn in 2008. Currently there are no G/Ts on private sites. There have been no recent applications by G/Ts to purchase land for private sites.	Enquiries have been made by Gypsies/ Travellers to develop land -for own individual sites	An application has been submitted for 1 site (5 pitches) at Findon, near Portlethen. Areas of land at Inverurie, Blackdog and Ellon have been agreed as possible transit sites at Area Committees.			GTLW to liaise between Gypsy/Travellers and Planning Aid Scotland who have qualified planners to give free advice. GTLW to arrange for PAS to visit encampments and explain their work. GTLW hopes to organise a planning training event hosted by PAS later in the year, but dependent on funding. Site at Land at Gight, Methlick which is owned by G/Ts and has been used by a group over 2010 has been vacated with no planning application submitted yet. Site has a flooding issue. Site at Findon has been given a delegated refusal. It was broadly refused on the grounds of the scale of development (5 sites) in the coastal zone. Site at Tillygreig has been recommended for refusal on the grounds of non compliance with General 1 and Housing 4 of the current plan. The application will go to Formartine Committee on March 22.			
Objective (3) Individual Support and Community Development Needs are identified and met	3.1	Support, care and health needs of Gypsies/Travellers are better met		16	Encourage Gypsies/Travellers to access education	Ongoing	Number of G/T children being provided with pre-school, primary and secondary education. Number of G/T children and adults being provided with support through Community Learning and Development.	Education, Learning & Leisure have funded GTEIP in the past for two specific educational programmes. Following the break-up of GTEIP, the EL&L Service will now reassess how these are taken forward. See Action 16.	Requirement within draft SLA with GREC. Pat to speak to STEP to discuss education issues.				Glenda Fraser will take on the role of Education Officer for G/Ts. Glenda will meet with Dave Black to discuss the G/T children's education.	Audit of enrolled pupils indicates 23 G/T children enrolled in schools. Meetings arranged with STEP to discuss best practice. This will inform meeting of G/T Educ Focus group. Short life Working Group established to revise guidelines to schools. Dave Black working with families to encourage pupils into schools.	Dave B currently working on a proposal for re-opening Clinterty Community Centre.	Glenda and Dave attended the STEP conference in Sept. Glenda and Dave will meet with Article 12 representatives at Clinterty on 1st Dec '11, to discuss the educational needs of the Gypsy/ Traveller children.

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				17	Integrated Assessment Framework											At the Nov GTOG meeting, Neil Smilie from E.L.&L updated the group on the Council's Integrated Assessment Framework. It was agreed that Dave and Neil should meet to discuss further and that Dave should be the 'Named Person' in connection with Gypsy/ Traveller children.
				18	Implement the use of Handheld Health Records	By Apr 2012	Number of G/Ts registered with a GP	The NHS are represented on the Interagency Group. Updates will be available via the quarterly Interagency meetings.	Linda Watt, NHS, is considering how best to implement health related actions		Calvin recommended that new GTLO, Sonya Walker, meet with NHS Community staff.	NHS to relaunch Hand-held Records. No timescale set.	GTLW will contact relevant health visitors when there is an encampment with children on it so that they can visit. Health visitors will make sure Gypsy/Travellers are using the handheld records; if there are no children on the site then GTLW will ask them about handheld records.	New guidelines are being produced for encampments that have children under the age of 12 years old.	Handheld record and Health Visitor G/T engagement protocol now in place. GT Liaison Worker has met with Health Visiting Teams to raise awareness of protocol.	
				19	Encourage new ways, such as outreach, for health needs of Gypsies/Travellers to be met.	By Apr 2012	Number of G/Ts accessing health services	As above.	How are gypsies/ travellers being targeted e.g. current measles outbreak in the travelling community?				GTLW aims to organise a public health event with members of the public health team for Gypsy/Travellers later in the year. Alison Mc Laughlin working on behalf of Alcohol & Drugs Partnership will meet with Dave Black to discuss how best to engage the G/T community regarding alcohol and drugs.	Dave - Drugs & Alcohol; Dave & Alison - Promotional Events in the future.	Calvin and Dave B met with Alison McLaughlin to discuss plans to take a mobile vehicle to Greenbanks and one unauthorised encampment as a pilot for outreach health promotion with Gypsy/Travellers. It is planned to take place during September.	Calvin, Dave and Alison took the mobile health van to Greenbanks in August '11. The event was very worthwhile and well attended. It is hoped the event will be repeated next year and with all encampments in the area, for a longer period of time i.e. May-July. Calvin will draft a report seeking funding from partner organisations for this proposal.
	3.3	Reduce risk of harassment, disadvantage and mental health/isolation issues amongst Gypsies/Travellers		20	Encourage Gypsies/Travellers to report instances of discrimination, including whether commercial/holiday sites are discriminating against Gypsies/Travellers	By Apr 2010, and annually	Number of reported racist incidents						GTLW will explain to G/Ts the importance of reporting discrimination through the PIRF system and also bring this up with relevant service providers.		Dave has received a few complaints about caravan sites. Dave will discuss this further with those concerned and ask other Gypsy/Travellers for their opinion of caravan/commercial sites in the area.	
Objective (4) Better and more constructive relationships are developed between Gypsies/Travellers and settled communities	4.1	General relations between Gypsies/Travellers and settled communities are improved, with clear guidelines on acceptable behaviour established for both		21	All Agencies should work together to counter racist media coverage, provide joint responses to press inquiries about Gypsies/Travellers encampments and coordinate legal action where necessary	Ongoing	Number of reported racist incidents		Proposal for training/ recording of racist incidents is being offered to Housing staff. Neil Moir working on a leaflet that could be issued to Gypsies/ Travellers, media and public.	Senior officers from Aberdeen City and Aberdeenshire met to discuss unauthorised encampments. A position statement will be submitted to the Shared Services Board.	Dave Cooper will work with Insp Hume to produce a joint statement explaining their roles, powers available and the issues that prevent enforcement in certain instances. Legal Services to draft guidance note to be issued to assist private landowners with regard to encampments on their land.	A press release was favoured over a joint statement. The press release formed part of the report to P&R.	Grampian Police have developed a Communications Strategy - Internal and External.			
				22	Gypsies/Travellers must recognise that they are under the same duty to behave responsibly as members of the settled community	Ongoing	Number of breaches of the Code of Conduct.									
	4.2	Increase understanding of the needs, culture and lifestyle of Gypsies/Travellers amongst public sector employees		23	Raise awareness of effect/impact of prejudice on Gypsies/Travellers	By Apr 2010, and annually	Number of Council employees trained in carrying out equalities impact assessments.	Equalities Impact Assessment training offered to all Services within the Council. (Approx 100 trained to date)	Training courses are readily available for those requiring training.		Continue to deliver training as required			Developed Integrated Impact Assessment (IIA) - only at screening stage (includes Health - awaiting approval before staff training can begin.	The Council's IIA (Integrated Impact Assessment) Screening toolkit was adopted by the Senior Management Team in May 2011 for use across the Council. Assessing the impact of Council activities (functions, policies, strategies, etc) on Gypsies /Travellers is fundamental to ensuring fairness and equality for all Gypsies/Travellers	
	4.3	Improve representation and consultation of Gypsies/Travellers in Grampian		24	Explore potential for a representative organisation for Gypsies/Travellers in Aberdeenshire	By Apr 2010	Organisation in place.				Sandy Allan to take over from Allan Jones. Sandy will work with local TPPT officers to ensure G/Ts are invited to local meetings.		Planning for the Future Group have in the past (with GTEIP) made attempts to engage with the G/T community (at Clinterty). Planning for Future Group has offered to help in any way practical to engage with the G/T community.	Dave would like to have tenant meetings at the social room at Aberdeen City Council's (ACC) Clinterty site. Dave will progress this with Amanda Farquhar (ACC) GTLO. Would be ideal location for public health events.	Dave is exploring the potential of using Clinterty Community Centre as an engagement centre, not just for Gypsies/ Travellers but the wider community too.	
				25	Ensure Gypsies/ Travellers are made aware of opportunities to participate and invited, where applicable, to local (and Aberdeenshire) tenant meetings as well as other council meeting where deemed appropriate.	By Apr 2010, and annually	Number of Gypsies/ Travellers involved in Tenant Participation	Newly formed Tenants Group set up in Banff & Buchan. G/Ts from Greenbanks site will be invited to be part of the group. Aberdeenshire Planning for Future group have met with residents on Aberdeen City Council's Clinterty site.		Summer Tenants Newsletter has been issued that includes an article inviting Gypsy/ Travellers to participate in the local tenants groups.		Dave (GTLW) will encourage members of the travelling community to join community representative organisations through focus groups/ small meetings.	Difficult for officers to include G/Ts as they are not council tenants when on unauthorised encampments. Also difficult to include those on the site in Banff as it is seasonal. Tenants Newsletters are disseminated to residents on the Greenbanks and Clinterty sites.	Planning for Future Group are keen to get involved in consultation involving the Gypsy/ Traveller community. Dave and Sandy will keep this in mind for future consultation where appropriate.		

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		Completed Action			Assess the council's responsibilities following the breakdown of GTEIP	By Apr 2010	Liaison arrangements in place	At the G/T Working Group meeting (Dec09) concerns were expressed about the Council's responsibilities towards G/Ts particularly in respect of education and how these can be met in the absence of GTEIP. Officers from Education, Housing & Social Work and Planning & Environmental Services will meet Jan10 to discuss. Following this updates will be provided to the G/T Working Group and the Interagency Group.	Developing a draft SLA with GREC that can be incorporated within Corporate Equalities SLA.	£20k has been identified to fund the work previously carried out by GTEIP, in the form of extending the current SLA Corporate Equalities has with GREC.		Dave Black has been employed through GREC as Aberdeenshire Council's Gypsy/ Traveller Liaison Officer. Dave took up the post mid October.	Completed - GTLW in post.				

As at Feb 12						What do we need to do next? Based on how we responded to the previous questions.		
Milestones/ Outputs 10/11	Milestones/ Outputs 11/12	Milestones/ Outputs 12/13	Milestones/ Outputs 13/14	Milestones/ Outputs 14/15	Traffic Light	Action Required	Resources Required	
Meetings ongoing, every two months.	Interagency Group has been used as a very effective means of consulting and sharing information.	Continue to be part of the Interagency Group.	Continue to be part of the Interagency Group.	Continue to be part of the Interagency Group.	Continue to be part of the Interagency Group.	G	None	None
Ongoing	Relationships between the GTLW and the Gypsy/ Traveller community were established.	Gypsy/ Traveller Community were consulted as part of the LHS.	Continue to consult with the Gypsy/ Traveller community, taking into consideration their current and future accommodation housing needs.	Continue to consult with the Gypsy/ Traveller community, taking into consideration their current and future accommodation housing needs.	Begin to incorporate the needs of the Gypsy/ Traveller Community into the new LHS.	G	Update LHS	Within existing resources
Amanda Farquhar and Sandra Wood from Aberdeen City Council attended the G/T Working Group meeting to provide background on the joint proposal for the managing the stopover pitches at Clinterty. Amanda will redraft the proposal for consideration by Aberdeenshire officers.	Continued work with Aberdeen City Council in establishing stop-over sites.	Have developed and are managing a transit site with Aberdeen City Council.	Increase the number of transit site in conjunction with Aberdeen City Council.	Involve the Moray Council and Aberdeen City Council in establishing the possibility of a network of stop-over sites in the Grampian area.	Continue to work with Moray Council and Aberdeen City Council increasing the number of stop-over sites in the Grampian area.	A	Find sites & source funding	Within existing resources
On 12th Jan 2012, P&R Committee agreed that discussions with the owner of the land for the proposed Gypsy/Travellers stopover site in the Stonehaven area continues and a Planning Application for the stopover site be submitted. On 6th Feb 2012, the landowner of the proposed stop-over site in the Stonehaven area withdrew the offer of leasing land to the Council. Alan Grant from Langastane Housing Assoc has requested a meeting with Dave Black to discuss the possibility of using RSL land for temporary stop-over sites.		Have a stop-over site developed and in operation	Increase the number of stop-over sites in Aberdeenshire to 2.	Continue to increase the number of stop-over sites to 3.	Have 4 stop-over sites in Aberdeenshire.	A	Find sites & source funding	Within existing resources
The LDP is still subject to the examination process which began in March 2011, however, the report of the examination is expected to be with Aberdeenshire Council early March 2012 with a view to taking the plan to full council on 26 April 2012.		Local Development Plan published and includes the provision of stop-over sites.	Stop-over sites are developed as part of the LDP.	Stop-over sites are developed as part of the LDP.	Stop-over sites are developed as part of the LDP.	G		Within existing resources
A letter was sent to Aberdeen City Council in December 2012 inviting Donal Urquhart or a nominated colleague to attend the next G/T Working Group meeting on 8th Feb 2012, to enable both Councils to continue to look for solutions of stopover sites in the Grampian area.		Have a management strategy in place with Aberdeen City Council regarding the sharing of stop-over pitches on the Clinterty site.	Expand the strategy to include other possible stop-over sites in Grampian.	Expand the strategy to include Moray Council.	Have a strategy in place for Aberdeenshire, Aberdeen City and the Moray Council that covers stop-over sites throughout Grampian.	A	Agree a management strategy with Aberdeen City Council.	Within existing resources
	The Gypsy/ Traveller Officer Group continues to meet on a quarterly basis to ensure a joined up approach when dealing with Gypsy/ Traveller issues.	The Gypsy/ Traveller Officer Group continues to meet on a quarterly basis to ensure a joined up approach when dealing with Gypsy/ Traveller issues.	The Gypsy/ Traveller Officer Group continues to meet on a quarterly basis to ensure a joined up approach when dealing with Gypsy/ Traveller issues.	The Gypsy/ Traveller Officer Group continues to meet on a quarterly basis to ensure a joined up approach when dealing with Gypsy/ Traveller issues.	The Gypsy/ Traveller Officer Group continues to meet on a quarterly basis to ensure a joined up approach when dealing with Gypsy/ Traveller issues.	G		Within existing resources
		Encourage Gypsies/ Travellers to self identify when registering as homeless.				A		Within existing resources

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	The issue of Gypsy/ Travellers not self identifying has been highlighted.	More detailed information on Gypsies/ Travellers will be accessible via the Common Housing Register (CHR).	Asses the needs of Gypsies/ Travellers via the CHR.	Ensure the housing needs of G/Ts are met.	Ensure the housing needs of G/Ts are met.	A		Within existing resources
An Information Bulletin to B&B Area Committee in Dec 11 was followed up by a report to the Committee in January 2012. Members agreed to recommend to Full Council, the increased fixed weekly charge, of £64.35 for up to two stances on the Greenbanks site come into effect from 31st Mar 2012. Separate to the report, in relation to current discussions about the lettings policy for the Greenbanks Site, members agreed that no change should be made in the lettings policy until a detailed report is submitted to a future meeting of the Area Committee.	A Greenbanks Officer Working Group has been established.	Proposals for the Greenbanks site are agreed and put in place to enable the site to run more effectively.	Greenbanks site is running effectively and take-up of sites is at optimum level.	Greenbanks site is running effectively and take-up of sites is at optimum level.	Greenbanks site is running effectively and take-up of sites is at optimum level.	A		Within existing resources
	All repairs carried out to an acceptable standard.	All repairs carried out to an acceptable standard.	All repairs carried out to an acceptable standard.	All repairs carried out to an acceptable standard.	All repairs carried out to an acceptable standard.	G		Within existing resources
		Continued awareness raising of SCARF services				A		
	Developed and published Policy.	Specific needs are identified and met.	Specific needs are identified and met.	Specific needs are identified and met.	Specific needs are identified and met.	G		Within existing resources
						A		None
A recent Planning Appeal undertaken in relation to planning application APP/2010/3936 (site at Tillygreig) refused by Aberdeenshire Council for Full Planning Permission for Change of Use of Agricultural Land to Establish a Private/Permanent Gypsy Traveller Household Pitch, with Provision of 3 Caravans and associated works was refused by the Scottish Government Reporter.						A		Funding and resources to be identified
Proposal to ELL committee 2.12.11. GTLW continues to support children and young people into school. Guidelines to schools in process of update. Monitoring of enrollement using SEEMIS. Officers attended TENET meeting 27.1.12. Officer attending e-learning feedback meeting 8.2.12. Engagement with travelling families- meeting at Clinterty 2.2.12		Strong links with STEP and GT teacher in Highland established.				A		Continued funding of the GTLW post.

						What do we need to do next? Based on how we responded to the previous questions.		
As at Feb 12	Milestones/ Outputs 10/11	Milestones/ Outputs 11/12	Milestones/ Outputs 12/13	Milestones/ Outputs 13/14	Milestones/ Outputs 14/15	Traffic Light	Action Required	Resources Required
						A		
						A		
Following on from the pilot last year with the mobile health van, Dave will work with NHS Grampian over a 3 month period (during the summer). Calvin has secured some funding towards this and has also secured funding for a Health representative to help engage with the G/T people.		A pilot GT health awareness engagement event was held at Greenbanks site, Banff, on the 29th of August. Report being prepared with a proposal to extend the pilot over the summer months 2012.	Health awareness events carried out at Gypsy/ Traveller sites during the summer months.			A		Continued funding of the GTLW post.
		The Gypsy/ Traveller Liaison Worker visited unauthorised encampments regularly and made Gypsies/ Travellers aware of their rights and responsibilities.	Continue to support the work of the Gypsy/ Traveller Liaison Worker.	Continue to support the work of the Gypsy/ Traveller Liaison Worker.	Continue to support the work of the Gypsy/ Traveller Liaison Worker.	A		Within existing resources
	The Grampian wide Gypsy/ Traveller Myth Buster Poster was not very well received within Grampian however, it has been used by Police Forces throughout Scotland as a means of good practice.					A		Within existing resources
		Zero recordings of the Code of Conduct.	Zero recordings of the Code of Conduct.	Zero recordings of the Code of Conduct.	Zero recordings of the Code of Conduct.			Within existing resources
Grampian Regional Equality Council (GREC) have in the past provided training courses to housing staff on filling out the Prejudice Incidence Recording Forms (PIRFs), however, to take a more corporate approach it has been suggested that training could be done via Arcadia for all Council staff. Corporate Equalities have agreed to provide funding for making a video and uploading it on to Arcadia. Discussions are on-going with the Councils media group to roll this out.	<ul style="list-style-type: none"> 37 officers received training as part of the IIA pilot in 2010. All major decisions relating to Gypsies/Travellers are subjected to equality impact assessment About 50% contribution from the corporate equalities budget towards the funding for the Gypsy/Traveller Liaison Worker post 	<ul style="list-style-type: none"> Continue to raise awareness of the new IIA Screening tool including provision of more training and support for wider use. Continue to contribute towards the funding for the Gypsy /Traveller Liaison Worker post Work with the GTL Worker and Council Services to identify other activities to raise the profile of Gypsy/Traveller issues across the Council 	<ul style="list-style-type: none"> Impact assessment thinking is embedded into Council decision-making process and service design and delivery Continue to contribute towards the funding for the Gypsy /Traveller Liaison Worker post Continue to work with the GTL Worker and Council Services to identify to raise the profile of Gypsy/Traveller issues across the Council 	<ul style="list-style-type: none"> Impact assessment thinking is embedded into Council decision-making process and service design and delivery Continue to contribute towards the funding for the Gypsy /Traveller Liaison Worker post Continue to work with the GTL Worker and Council Services to identify to raise the profile of Gypsy/Traveller issues across the Council 	<ul style="list-style-type: none"> Impact assessment thinking is embedded into Council decision-making process and service design and delivery Continue to contribute towards the funding for the Gypsy /Traveller Liaison Worker post Continue to work with the GTL Worker and Council Services to identify to raise the profile of Gypsy/Traveller issues across the Council 	G		Within existing resources
						A		Within existing resources
		Members of the Gypsy/ Traveller Community were invited to the Grampian Gypsy/ Traveller Interagency Group.	Gypsies/ Travellers are actively involved in meetings with Aberdeenshire Council and partner organisations.	Gypsies/ Travellers are actively involved in meetings with Aberdeenshire Council and partner organisations.	Gypsies/ Travellers are actively involved in meetings with Aberdeenshire Council and partner organisations.	A		Within existing resources

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						G		Funding and resources to be identified