

RECORD OF EXECUTIVE DECISION TAKEN BY AN EXECUTIVE MEMBER

This form **MUST** be used to record any decision taken by the Elected Mayor or an individual Executive Member (Portfolio Holder).

The form must be completed and passed to the Chief Officer responsible for Legal and Democratic Services no later than NOON on the second working day after the day on which the decision is taken. No action may be taken to implement the decision(s) recorded on this form until 7 working days have passed and the Chief Officer responsible for Legal and Democratic Services has confirmed the decision has not been called in.

1. Description of decision

- (1) That the identified need for an additional 30 gypsy and traveller pitches by 2030, plus a further 13 pitches by 2040, be noted.**
- (2) That progression of a feasibility study to seek planning permission to determine whether Bedford Borough owned land off Meadow Lane, Bedford, as shown at Appendix A in the report prepared to accompany this decision, would be suitable for the development of a new gypsy and traveller site of 30 pitches, be approved.**
- (3) That authority be delegated to the Head of Housing, Homelessness & Customer Contact in consultation with the relevant Portfolio Holder to progress works associated with the feasibility study and any subsequent planning application where it is determined that the location is suitable for development as set out in this report.**

2. Date of decision

26 May 2026

3. Reasons for decision

The Council is legally obligated to make sufficient provision for the housing needs of the gypsy and traveller community. A feasibility study and planning permission is required to establish whether the land located off Meadow Lane is suitable. Of the land assessed by Property Services, this land has been identified as the most suitable to deliver the required number of pitches.

4. Alternatives considered and rejected

After a review of available land owned by the Council conducted by Property/Estates Team, no other viable land options have been identified as either suitable for such a site or large enough to accommodate the number of pitches required.

In May 2025, the Council undertook a review of land owned by the Council conducted by the Property/Estates team and a site assessment exercise to identify land that may be suitable for the provision of a Gypsy and Traveller (G&T) site. To ensure that only viable and deliverable opportunities were considered, a number of site selection criteria were applied at the initial stage of the assessment.

5. How decision is to be funded

Input will be required at different stages of the project from a range of internal officers including officers from the Gypsy and Traveller team, Finance, Infrastructure Delivery Team, Assets and Development, Planning and Building Services; this will be met from within existing resources within existing teams.

As part of the capital programme c£300,000 has been approved to deliver the feasibility study to inform an application to seek planning permission in order to progress the project.

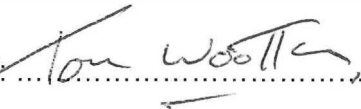
Any capital investment for the future development of the site will be explored to ensure value for money, including seeking Homes England grant funding and other appropriate funding sources. Any design of the site will be such that the project can be delivered in phases, if desired, allowing any future costs to be spread across multiple years.

6. Conflicts of interest

Name of all Executive members who were consulted AND declared a conflict of interest.	Nature of interest	Did Standards Committee give a dispensation for that conflict of interest? (If yes, give details and date of dispensation)	Did the Chief Executive give a dispensation for that conflict of interest? (If yes, give details and the date of the dispensation).

The Mayor has been consulted on this decision

Not Applicable

Signed: 

Date: **26 May 2026**

Name of Decision Taker: **Mayor Tom Wootton**

This is a public document. A copy of it must be given to the Chief Officer responsible for Legal and Democratic Services as soon as it is completed.

Date decision published:27May2026.....

Date decision can be implemented if not called in: 5June2026.

(Decision to be made exempt from call in.....NO.....)

Bedford Borough Council – Report to Mayor

Date of Report: 26 May 2026

Report by: Portfolio Holder for Housing & Regulatory Services and Head of Housing, Homelessness & Customer Services

Subject: ADDITIONAL GYPSY & TRAVELLER SITE PROVISION

1. EXECUTIVE SUMMARY

- 1.1 The Council has a statutory responsibility to prevent homelessness and to provide suitable accommodation for all, including for gypsies and travellers when a local need is identified. In 2021 the Council published its Gypsy and Traveller Accommodation Assessment (GTAA) which assessed the requirement for gypsy and traveller accommodation for the period 2020 – 2040 and the 15-year requirement set out in the Planning Policy for Traveller Sites (PPTS). The GTAA identified a need for 30 additional gypsy and traveller pitches by 2030, with a further 13 pitches by 2040.
- 1.2 Suitable land must be identified for a new 30 pitch site as any extension of either/both of the two existing gypsy and traveller sites is not viable, due to the number of pitches required and the available space at the existing site locations.
- 1.3 A review of available land has been undertaken and a piece of land located off Meadow Lane, Bedford has been identified as a potential location. A detailed feasibility study and planning permission is required to determine whether it would be suitable for the development.

2. RECOMMENDATIONS

- 2.1 **The Mayor of Bedford Borough is asked to consider the content of this report and, if satisfied, to:**
- (i) **Note the identified need for an additional 30 gypsy and traveller pitches by 2030, plus a further 13 pitches by 2040.**
 - (ii) **Note the progression of a feasibility study to inform an application seeking planning permission to determine whether Bedford Borough owned land off Meadow Lane, Bedford (as shown at Appendix A) would be suitable for the development of a new gypsy and traveller site of 30 pitches.**

- (iii) **Delegate authority to the Head of Housing, Homelessness & Customer Contact in consultation with the Portfolio Holder for Housing & Regulatory Services to progress works associated with the feasibility study and any subsequent planning application where it is determined that the location is suitable for development, as set out in this report.**

3. REASONS FOR RECOMMENDATIONS

- 3.1 The Council is legally obliged to make sufficient provision for the housing needs of the gypsy and traveller community.
- 3.2 A feasibility study and planning permission is required to establish whether the land located off Meadow Lane is suitable.
- 3.3 Of the land assessed by Property Services this land has been identified as the most suitable to deliver the required number of pitches.

4. THE CURRENT POSITION

- 4.1 Romany Gypsies and Irish Travellers are legally recognised as ethnic groups and are explicitly protected from discrimination by the Equality Act 2010 and the Human Rights Act 1998.
- 4.2 It is important that culturally suitable housing provision for the gypsy and traveller community is provided within the Borough to meet the local need identified. Travelling is a key part of Gypsy and Traveller identity, and caravan site provision is much more culturally appropriate than 'bricks and mortar' housing.
- 4.3 At the 2021 census 78% of Gypsy and Irish travellers in England lived in bricks and mortar accommodation and only 22% in caravan or nomadic, temporary structures. There has been a marked increase in traveller caravans in England (currently 26,632 which is a 36% increase since July 2013), and only capacity nationally of 4,211 residential caravan pitches across 282 Local Authority run sites nationally, so there is a short supply for high demand.
- 4.3 The Borough currently manages two sites for the gypsy and traveller community; these are Willow Drift with 14 pitches and Kempston Hardwick with 24 pitches.
- 4.4 There is a waiting list of approximately 30 households currently without a legal stopping place or culturally suitable housing option.

5. DETAILS

- 5.1 The project is for a feasibility study with a view to seeking planning permission to consider the suitability of an identified location/land on Meadow Lane, Bedford for future construction of a new 30 pitch gypsy and traveller site, including access and internal roads, recreational spaces and a site office with a community space. Feasibility costs of c.£300,000 have been approved as part of the capital programme to progress consideration of the site.

5.2 The feasibility study includes a range of surveys such as:

- Ecology surveys (must be carried out at specific times of the year)
- Highways assessments
- Transport statements
- Fire & Emergency services engineering
- Ground contamination (includes detailed assessment and monitoring of ground water contamination)
- Ground assessments
- Flood risk assessments
- Asbestos and contaminated materials
- BNG assessment and design
- Air quality assessments
- Archaeology surveys and reports
- Arboriculture Impact assessment
- Utilities surveys and design

5.3 The indicative design will incorporate modular dayroom units, manufactured off site and then transported to site to reduce construction time. A percentage of plots/dayrooms will be disability accessible to avoid costly retrospective adaptations should prospective tenants have access requirements.

5.4 The Ministry for Housing, Communities & Local Government (MHCLG) good practice guide for designing gypsy and traveller sites has been taken into consideration along with initial best practice benchmarking through visits to well managed sites in neighbouring boroughs. It is recommended that there is an upper limit of 15 pitches per site which has informed the proposals to create the site in 2 community sections in this location.

5.5 Following the necessary approvals from Strategic Asset Group, Spending Management Panel and Procurement Gateway Boards 1 and 2, a contractor Ashe Construction Ltd (“Ashe”) has been appointed through compliant frameworks via a procurement exercise that considered several contractors. Ashe are developing the civils, landscape, building layout and design whilst carrying out surveys / studies needed for planning process. Given the nature, location and proximity to operations in the locality, and the undeveloped nature of the site, detailed investigation is required to prepare and submit an acceptable planning application.

5.6 Future costs of developing the site will be explored to ensure value for money is achieved, by reviewing potential design and construction options, including modular units. The design will be such that the project can be delivered in phases, if desired, allowing any costs to be spread across multiple years.

5.7 Initial meetings have been held with Homes England regarding the possibility of securing grant funding through their Affordable Homes Scheme 2026-36. The reception was positive and subject to a successful application, grant funding of up to 35-40% of the project cost may be available.

6. **ALTERNATIVES CONSIDERED AND REJECTED**

6.1 After a review of available land owned by the Council conducted by Property/Estates Team, no other viable land options have been identified as either suitable for such a site or large enough to accommodate the number of pitches required.

6.2 In May 2025, the Council undertook a review of land owned by the Council conducted by the Property/Estates team and a site assessment exercise to identify land that may be suitable for the provision of a Gypsy and Traveller (G&T) site. To ensure that only viable and deliverable opportunities were considered, a number of site selection criteria were applied at the initial stage of the assessment:

- **Site Area** – Sites with a minimum area of approximately 18,000m² to ensure sufficient capacity for the proposed use and associated infrastructure requirements.
- **Planning and environmental constraints** – This includes whether sites were located within a conservation area, affected by flood risk, or contained listed buildings, as these factors could significantly impact the deliverability, suitability and cost of development.
- **Operational status** – The assessment also reviewed whether sites contained vacant land or buildings and whether there was an existing operational use that could be adversely affected by redevelopment.

6.3 Alongside these considerations, the Council also sought to minimise the financial impact associated with the selection of a site. As such, sites included within the Council's capital receipts programme, or those currently generating a rental income, were discounted to avoid the loss of existing or anticipated revenue streams. Consideration was also given to the underlying development value of sites, with a preference towards retaining higher value development opportunities for future disposal or regeneration purposes.

6.4 In addition to meeting the core site selection criteria, the site had previously been explored for G&T use under an earlier workstream, meaning that there was already an established understanding of the site's potential suitability. Furthermore, its close proximity to the existing Willow Drift site presents opportunities for operational and management efficiencies, including the potential sharing of resources and reduced ongoing service delivery costs, as well as existing services that would help reduce the cost of development in the future.

6.5 Following this assessment process, Land at Meadow Lane, Bedford was identified as the most suitable option at that time.

7. **KEY IMPLICATIONS**

Legal Issues:

- 7.1 The Council has a statutory responsibility to provide suitable accommodation for gypsies and travellers when a local need is identified. In 2021 the Council published its Gypsy and Traveller Accommodation Assessment (GTAA) which assessed the requirement for gypsy and traveller accommodation for the period 2020 – 2040 and the 15-year requirement set out in the Planning Policy for Traveller Sites (PPTS). The GTAA identified a need for 30 additional gypsy and traveller pitches by 2030, with a further 13 pitches by 2040.
- 7.2 Since August 2024 there is no statutory requirement for a stand-alone gypsy and traveller assessment of housing need, although all needs should be considered under the statutory assessment of need required to inform the homelessness strategy. The Council also has a statutory duty to prevent homelessness under the Homelessness Reduction Act 2017. The Housing Act 1996 sets out suitability requirements for homeless households that include considering the location, affordability, space and specific household needs.
- 7.3 The Council may receive challenges and appeals to the denial of planning permission on proposals to develop private traveller sites within the Borough due to the lack of sufficient authorised pitches on our existing sites to meet demand as we currently have a waiting list of approximately 30 applications for gypsy and traveller site pitches.

Policy Issues:

- 7.4 The Bedford Borough Corporate Plan 2024/5 to 2027/28 focuses on four strategic priorities of:
- Supporting Individuals and Families
 - Protecting the Environment
 - Stimulating Economic Growth in Bedford Borough
 - Promoting Health and Wellbeing
- 7.5 The creation of sufficient housing for a minority group will deliver on the priorities of Supporting Individuals and Families and Promoting Health and Wellbeing.
- 7.6 The Housing Strategy for the Borough sets a key objective under Theme 2 “To ensure that the objectively assessed need for both market and affordable housing is delivered and to contribute actively to the growth anticipated for our region”.
- 7.7 The primary aim of the Homelessness and Rough Sleeping Strategy 2024-2029 is to prevent homelessness and ensure that there is sufficient supply of housing in the Borough to meet needs.

Resource Implications:

- 7.8 Input will be required at different stages of the project from a range of internal officers including officers from the Gypsy and Traveller team, Finance, Infrastructure Delivery Team, Assets and Development, Planning and Building Services; this will be met from within existing resources within existing teams.
- 7.9 As part of the capital programme £300,000 has been approved to deliver the feasibility study to inform an application to seek planning permission in order to progress the project.
- 7.10 Any capital investment for the future development of the site will be explored to ensure value for money, including seeking Homes England grant funding and other appropriate funding sources. Any design of the site will be such that the project can be delivered in phases, if desired, allowing any future costs to be spread across multiple years.

Risk Implications:

- 7.11 If the scheme does not proceed the Council risks failing to meet its statutory duty to provide for the recognised accommodation needs of Gypsies and Travellers identified in its own Gypsy and Traveller Accommodation Assessment and its duty under the Equality Act 2010. Failing to provide sufficient gypsy and traveller accommodation will also impact on the Council's ability to challenge applications for private traveller sites as we will have insufficient provision to meet demand.

Environmental Implications:

- 7.12 Surveys for environment will be conducted as part of the feasibility study with a view to supporting the net zero carbon council target.

Equalities Impact:

- 7.13 The Council must also meet its obligations under the Equality Act 2010 which requires regard to be had to the needs of protected groups when determining policies, in this case the needs of the gypsy and traveller protected group's need for suitable housing, i.e. a pitch on a traveller site rather than a traditional bricks and mortar property. An equalities impact assessment has been completed and is attached to this report (**Appendix B**).
- 7.14 Section 149 of the Equality Act 2010 compels councils to consider the specific needs of the traveller community as a protected characteristic when determining policies, such as provision of suitable housing, i.e. a pitch on a traveller site rather than a traditional bricks and mortar property. The act sets out three aims in the local authority duty:

- a) Eliminate discrimination, harassment and victimisation
- b) Advance equality of opportunity (removing disadvantages and meeting needs)
- c) Foster good relations (tackling prejudice and promoting understanding)

7.15 A shortage of legal, suitable authorised traveller sites contributes to many of the inequalities that Gypsy and Traveller communities experience and can also be a source of tension between travelling and settled communities.

Impact on Families:

7.16 There are a number of gypsy and traveller families with children on the waiting list for a suitable caravan pitch and legal stopping place. Access to an authorised traveller site will enhance access to education and employment and support thriving family life.

Community Safety and Resilience:

7.17 The gypsy and traveller management team work closely with the community safety team and police to respond to any incidents of anti-social behaviour or crime arising from gypsy and traveller sites. The design of the new site takes into consideration security requirements such as CCTV, site security, access/egress, on site facilities and positioning of office to minimise risks.

Impact on Health and Wellbeing:

7.18 The lack of adequate and suitable housing has a detrimental impact on health and wellbeing. The proposal aims to improve outcomes for Gypsy and Traveller communities by providing sufficient supply of suitable housing.

8. SUMMARY OF CONSULTATIONS AND OUTCOME

8.1 Engagement with impacted and neighbouring ward councillors, businesses on neighbouring Priory Business Park, the Council's current residents on its gypsy and traveller sites and the community support network groups such as the Friends, Families and Travellers group will be undertaken as part of the feasibility studies leading to planning permission.

8.2 The following Council units or Officers and/or other organisations have been consulted in preparing this report:

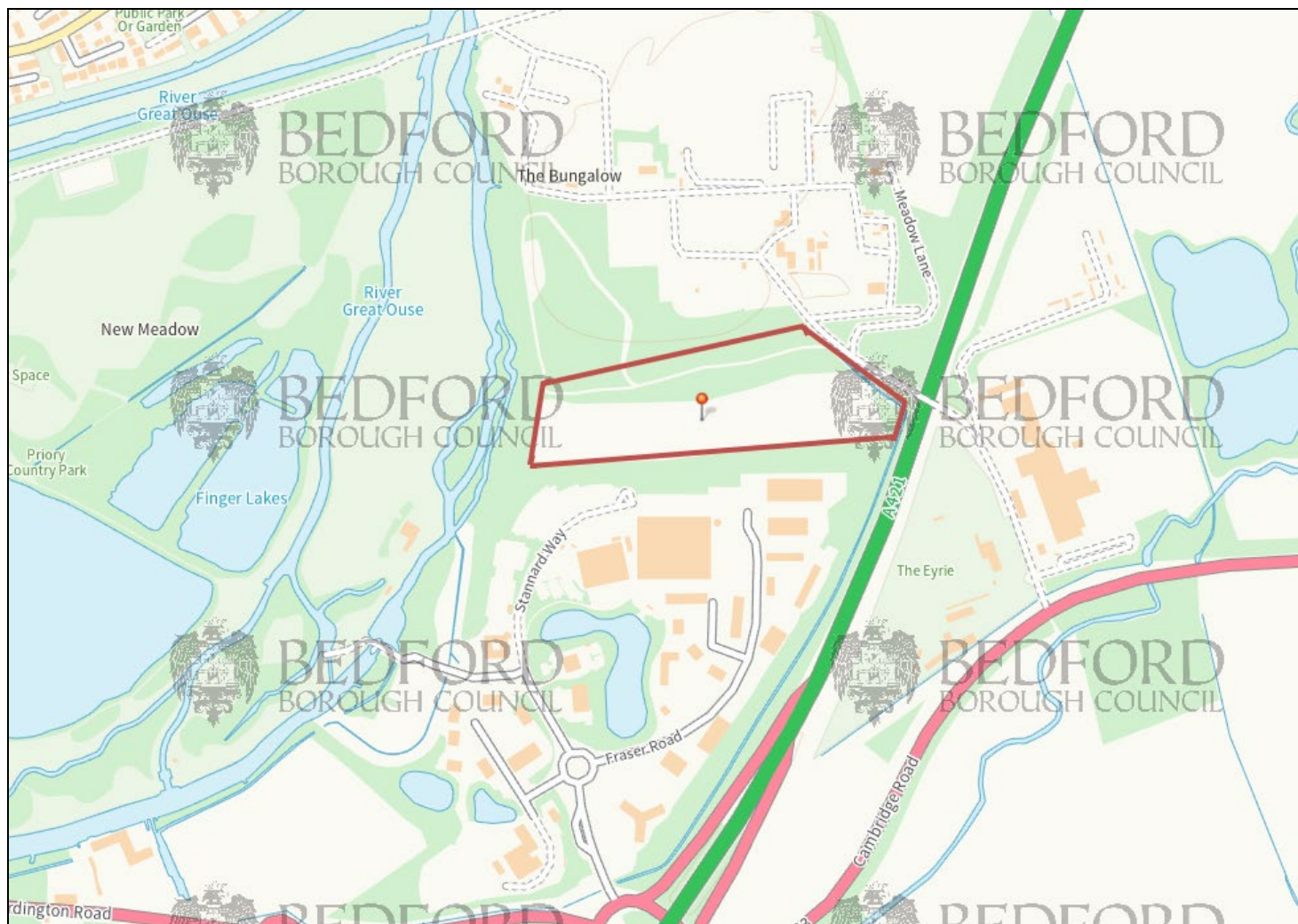
- Corporate Leadership Team (CLT)
- Interim Strategic Director for Environment (JM)
- Portfolio Holder for Housing & Regulatory Services
- Housing & Regulatory Management Team

- Head of Housing, Homelessness and Customer Services
- Head of Planning & Building Control
- Head of Property Services

9. **WARD COUNCILLOR VIEWS**

9.1 The views of relevant Ward Councillors will be sought, as part of the processes outlined in this report, to inform future decision making on the project.

<i>Report Contact Officer:</i>	Anna Robbani, Head of Housing, Homelessness & Customer Services anna.robbani@bedford.gov.uk Lynn Gell, Manager for Housing Regulatory Compliance, Gypsy and Travellers Lynn.gell@bedford.gov.uk
File Reference:	n/a
Previous Relevant Minutes:	None
Background Papers:	None
Appendices:	Appendix A – Site Location Appendix B – Equality Impact Assessment



Part 1**Information about your Activity**

<p>(a) Title of activity / budget proposal title: <i>Additional Gypsy and Traveller site Provision.</i></p>	<p>(b) Committee meeting (Decision Maker) and date: <i>Mayor of Bedford Borough, May 2026</i></p>
<p>(c) Service area: <i>Housing Regulatory Compliance</i></p>	<p>(d) Is this activity: <input checked="" type="checkbox"/> New <input type="checkbox"/></p> <p><i>Refer to Section 2 of the EAG to determine the appropriate option.</i></p>
<p>(e) Lead Officer Name and Title: <i>Anna Robanni, Head of Housing, Homelessness & Customer Service</i></p>	<p>(f) Other Officer name(s) and title(s) supporting in carrying out the Equality Analysis, undertaking any reviews or actions: (If applicable) <i>Lynn Gell, Manager Housing Regulatory Compliance</i></p>
<p>(g) Is this activity delivered as part of any Council Plans or Strategies, if 'Yes' please list below: <input type="checkbox"/> No <input checked="" type="checkbox"/> Yes: please specify the relevant plan(s) or strategy(ies): <i>Gypsy & Traveller Strategic Needs Assessment</i></p>	<p>(h) <u>Approved by Director or Head of Service:</u> Name: John Molyneux, Interim Strategic Director for Environment Date: May 2026 Review Date: May 2028</p>

(i) Description of the Activity or Budget Proposal (e.g. Policy, Strategy, Plan, Service).

Briefly outline the key objectives and intended outcomes listed in Part 1(a) (maximum 250 words). Please refer to the Section 2, page 3 of the EAG for further information.

Within Bedford Borough as at the 2021 Census Bedford Borough had 483 people (0.26% of its total population) that identified as Roma i.e. gypsy or travellers. The Council has a statutory responsibility to provide suitable accommodation for gypsies and travellers when a local need is identified. The 2021 BBC Gypsy and Traveller Accommodation Assessment (GTAA) identified a future need for 30 additional pitches by 2030 with a further 13 by 2040. Currently the Council provides two gypsy and traveller sites, one at Meadow Lane, Bedford and one at Kempston Hardwick however both sites are full, and the Council has an active waiting list of circa 30 applications.

Land has been sourced for a potential development that would meet most of our identified requirements, it could accommodate the number of pitches required by 2030 (30) and depending on the final design it may also be able to accommodate some, or all, of the additional 13 pitches required to be delivered by 2040.

Overall, the development aims to:

1. Meet our public sector equality duty to provide sufficient suitable housing for the gypsy and traveller community, who are a protected equality group. The Council currently fails to meet its duty as we have insufficient suitable provision; we have 30 families currently on our waiting list for plots and some regular illegal encampments that could be avoided if sufficient provision existed for settled accommodation.
2. Negate the potential pressure on homelessness housing, as adequate provision means that the Council is not obligated to house those who are unable to source suitable gypsy and traveller accommodation in the Borough.
3. Fosters improved relationships with the traveller community relations, by building accommodation that meets the needs of the community the new communities promote visibility and trust between the occupants and also with the Council and wider community.

(j): Who are the beneficiaries? Which group(s) of people or individuals will be impacted by your activity or proposal?

Service Users

Staff

Stakeholders

Other, please state.....

No direct beneficiaries (e.g. implementing administrative changes or updates, implementing agreed budget decision).

Part 2

Screening Test

This section will help you decide if you need to complete Part 3 and 4 of this form. If in doubt, think: will this affect people? If it does, then it is likely you will need to complete the rest of this form. Please refer to Section 1 of the EAG to understand our PSED and for the list of protected characteristics under the Equality Act 2010, as well as other relevant groups. The following questions relate to the protected characteristics and other relevant groups.

a) The activity will treat everyone fairly, creating a safe environment, promote equal opportunity with equal outcome, and/or foster good relations.	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
b) The activity relates to an area where there are known inequalities. <i>(look for research done academically or any reports that has identified any inequalities for the protected characteristics and other relevant groups)</i>	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
c) It is foreseeable that the activity could / will affect protected characteristics or other relevant groups differently.	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
d) It is foreseeable that the activity could / will impact positively or negatively on one or more of the protected characteristics or other relevant groups.	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
e) Is it foreseeable that the activity can affect relationships between certain protected characteristics or other relevant groups?	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
f) Are you decommissioning or commissioning a service? <i>Please see Section 8 of the EA guidance.</i>	Yes	<input type="checkbox"/>	No	<input checked="" type="checkbox"/>
If you have ticked YES to one or more of the above questions, continue to complete Part 3 of the form.				
g) If you ticked NO to ALL the above questions in this section and Part 1 (j) identifies that there are no beneficiaries, then a full EA is not required, you do not need to complete Part 3 or 4 of this reporting form. Briefly explain how the activity has no relevance to the Council's equality duties in Part 4 (b) of this form. (maximum 150 words) <i>Please refer to Section 6 of the EAG for guidance.</i>				

Part 3

Impact on Protected Characteristics and Other Relevant Groups

(a) Data, consultation, survey & research

Decisions cannot be based on assumptions; they must be evidenced, and the source must be referenced. In this section **only list your source(s)** and where possible include a reference link to the source, such as the name of a dataset, reports, internal documents, website, or academic research. This will be your evidence to show how different individuals and groups with protected characteristics and other groups may be affected.

Some individuals and groups may belong to more than one of these groups at the same time. This is called **intersectionality**, and it helps us understand overlapping or compounding disadvantages. Some findings may not relate directly to equality but can be used as they will provide important context to help us understand broader impacts. Professional judgement and conclusions made on the likely equality impacts on the protected and other relevant groups must be based on information and evidence such as the examples listed in Section 5 of the EAG. The list is not exhaustive, and you may use other reliable sources.

If the activity has a positive impact on one group but has an unavoidable negative impact on another group, this must be clearly explained and justified in Part 4 (b).

<p>List evidence, data, information, and/or consultation used to understand the impact of your activity on the protected characteristics and other group.</p>	<p><i>Gypsy and Traveller Accommodation Needs Assessments Guidance issued by the Communities and Local Government – October 2007.</i> <i>The guidance details the specific accommodation requirements of the community and recognises that the combination of a shortage of sites, local hostility and a lack of income prevents gypsies and travellers from exercising their free choice in the accommodation market and, as is the situation in Bedford currently, there may be no or very limited local accommodation available.</i></p> <p>accommneedsassessments.pdf</p> <p><i>A National Plan to End Homelessness issued by the Ministry of Housing, Communities & Local Government – December 2025.</i> <i>The paper details the need to extend the supply of social and affordable housing and also links to the Social and Affordable Homes Programme being administered by Homes England and subject to planning permission being granted an application for funding from the Programme will be submitted.</i></p>
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[A National Plan to End Homelessness - GOV.UK](#)

*Places we're proud of issued by the National Policy Advisory Panel – January 2021.
A guide to providing and managing sites for gypsies and travellers.*



places-were-proud-o
f.pdf

b) Assessing Impact

For the EA, 'Impact' means lasting change that a decision and action can or may have on people's lives, whether this is for an individual or group/community. Impact for the EA is described in three ways:

- **Positive Impact:** Helps reduce barriers, improves access, promotes fair treatment, and/or improves relationships between groups.
- **Negative Impact:** Causes harm, exclusion, or unfair treatment. If this happens, it must be explained, and steps must be taken to remove or reduce the impact through actions set in Part 3 (c).
- **No or Neutral Impact:** The action does not noticeably affect individuals or groups.

Protected Characteristics	Positive Impact	Negative Impact	No or neutral Impact	Key findings of data, consultation, survey etc. <i>If there are gaps in the evidence, list this in the actions section below.</i>
Age	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<i>The project will deliver available accommodation equally accessible to all ages within the gypsy and traveller community.</i>
Disability	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<i>The project, once completed, will provide a number of specifically adapted plots prioritised for those applicants/family members that have a disability, removing the need for retrospective adaptations to dayrooms and the requirement to seek funding for adaptations through the disabled facilities grant process.</i>
Gender Reassignment	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<i>No/neutral impact.</i>
Pregnancy and maternity	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<i>No/neutral impact</i>
Race	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<i>The Roma ethnic minority groups are disproportionately affected by low income, lack of suitable accommodation and local hostility to accommodation. This project will increase the availability of suitable accommodation and could potentially meant that all those currently on our waiting list can be offered a plot. It will also help reduce the impact of illegal encampments as the Council</i>

				<i>will be able to offer accommodation to those from the community that require it.</i>
Religion or belief	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<i>No/neutral impact</i>
Sex	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<i>No/neutral impact</i>
Sexual Orientation	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<i>No/neutral impact</i>
Marriage and Civil Partnership	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<i>No/neutral impact</i>

Other groups	Positive Impact	Negative Impact	No or neutral Impact	Key findings of data, consultation, survey etc. <i>If there are gaps in the evidence, list this in the actions section below.</i>
Care Leavers and Care Experienced People ¹	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<i>No/neutral impact</i>
Socio-economic ²	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p><i>The Roma ethnic minority groups are disproportionately affected by low income, lack of suitable accommodation and local hostility to accommodation. This project will increase the availability of suitable social accommodation and could potentially meant that all those currently on our waiting list (circa 30) can be offered a plot.</i></p> <p><i>Providing an additional site should reduce the number of illegal encampments as those requiring permanent accommodation will be able to access it. This</i></p>

¹ Bedford Borough Council passed a motion for this group to be recognised as a protected characteristic.

² Not a protected characteristic, but important to consider this when undertaking the EA.

				<i>will in turn benefit the Council, reducing the amount spent on clearing waste left by illegal encampments and also the impact on the communities where encampments are frequent who experience anti-social behaviour and, on occasion, criminality from those in the encampment.</i>
Carers	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<i>No/neutral impact</i>
Rural Communities	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<i>The project will benefit rural communities who are disproportionately impacted by illegal encampments and who frequently experience anti-social behaviour waste and, on occasion, criminality from those in the encampment as the Council will be able to offer accommodation to all travellers that request it.</i>

(c) The Public Equality Sector Duty (PSED)

Under Section 149 of the Equality Act 2010 the Council must have due regard (meaning we must proportionately and consciously consider) to:

- Eliminate unlawful discrimination, harassment and victimisation (**fair treatment, a safe environment for all**)
- Advance equality of opportunity between people who share a protected characteristic and those who do not (**equal opportunity, reducing disadvantages, equal outcome and inclusion**)
- Foster good relations between people/groups in the community who share a protected characteristic and those who do not. (**promoting cohesion, fostering good relationships**)

Each of the three PSED aims must be considered, even though all may not be relevant or applicable. Briefly explain how the activity is relevant (or not) to each aim. (Please refer to Section 1, page 3 of the EAG for further information).

Eliminate unlawful discrimination, harassment and victimisation	<i>The Roma ethnic minority groups are disproportionately affected by local hostility to accessing local accommodation. This project will increase the availability of suitable social accommodation and could potentially meant that all those currently on our waiting list (circa 30) can be offered a plot.</i>
Advance equality of opportunity between people who share a protected characteristic and those who do not	<i>The Roma ethnic minority groups are disproportionately affected by low income, lack of suitable accommodation and local hostility to accommodation. Providing a new site will allow the community to access suitable low-cost social housing in the same way as those in the non-traveller community.</i>
Foster good relations between people/groups in the community who share a protected characteristic and those who do not.	<i>The proposal fosters a relationship within those in the traveller community that will live on the new site and also with the wider community through planned interventions from other Council support services such as mental health support, education and employment. The expanded gypsy and traveller team that will support the new site's residents will work with the community enhancing visibility/trust and encouraging collaboration improving community cohesion and supporting harmonious neighbourhoods aligned with health/wellbeing priorities.</i>

(d) Actions

Complete this section to explain how you will mitigate any negative impacts identified above, if any further consultation is needed, or how you will address any gaps in data/ evidence. You may also use this section to include any relevant information that supports your analysis but could not be captured in any of the tables above.

Actions	What will be done	By whom?	By When?	Date Completed and outcome
Are there any gaps in the evidence? if so, what will need to be done to address this? e.g. further consultation, obtain additional data.	Once a feasibility study has been completed it will be possible to identify whether the site identified is suitable for the development.	Project team	June/July 2026	
	A consultation process will be arranged to obtain views from local ward councillors and occupants of Priory Business Park which borders the proposed G&T site.	Project team	Spring/Summer 2026	
What are the negative impacts identified. How will you lessen the impact?	No negative impacts identified.			
Are there other relevant actions and if so, what are these?	None			
Is there any other relevant information to support your analysis?	No			

Part 4

Conclusion

(a) Recommendation

You will need to justify your conclusion in Part 4 (b)

No major change required <i>The evidence shows no negative impact or potential risk for discrimination.</i>	<input checked="" type="checkbox"/>
Adjustments required <i>The evidence shows that your activity requires changes or adjustments to ensure it does not negatively impact any protected characteristics and other relevant group or miss opportunities to have a positive impact.</i>	<input type="checkbox"/>
Justification to continue the activity <i>A negative impact on equality has been identified. However, the activity can continue because the activity does not unlawfully discriminate as there are reasonable and/or legal factors that make it <u>objectively justified</u>, 'a proportionate means of achieving a legitimate aim'. Please refer to the EAG, Section 7 'Objectively Justified'.</i>	<input type="checkbox"/>
Stop the activity <i>The equality analysis identified that the activity unlawfully discriminates, cannot be mitigated or objectively justified. The activity must therefore be stopped.</i>	<input type="checkbox"/>

(b) Summary of analysis

Insert a summary of your equality analysis and explain your recommendation (*maximum 125 words*). Please refer to Section 9 of the EAG for more information.

This summary should also be used to complete the Equality Impact section of any related Corporate Leadership Team or Committee reports, as part of the 'Key Implications' section in the report template.

In preparing this report, due consideration has been given to the Borough Council's statutory Equality Duty as set out in Section 149(1) of the Equality Act 2010, to have due regard to the need to;

- (a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act;
- (b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
- (c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

The equality analysis concludes that the proposal holds no potential for discrimination but will positively address some known areas of disadvantage to advance equalities for the gypsy and traveller community.