

# ROYAL BOROUGH OF WINDSOR AND MAIDENHEAD

## EQUALITY IMPACT ASSESSMENT

EqlA: Nicholson's Quarter Appropriation, Maidenhead

### Essential information

Items to be assessed: (please mark 'x')

Strategy		Plan		Project	X	Service procedure	
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Responsible officer	Duncan Sharkey	Service area	Property	Directorate	Chief Executive
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<b>Stage 1: EqlA Screening (mandatory)</b>	Date created: 15/06/2021	<b>Stage 2 : Full assessment (if applicable)</b>	Date created:
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Approved by Head of Service / Overseeing group/body / Project Sponsor:

*"I am satisfied that an equality impact has been undertaken adequately."*

Signed by (print): Duncan Sharkey

Dated: 30 June 2021

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### Guidance notes

#### What is an EqlA and why do we need to do it?

The Equality Act 2010 places a 'General Duty' on all public bodies to have 'due regard' to:

- Eliminating discrimination, harassment and victimisation and any other conduct prohibited under the Act.
- Advancing equality of opportunity between those with 'protected characteristics' and those without them.
- Fostering good relations between those with 'protected characteristics' and those without them.

EqlAs are a systematic way of taking equal opportunities into consideration when making a decision, and should be conducted when there is a new or reviewed strategy, policy, plan, project, service or procedure in order to determine whether there will likely be a detrimental and/or disproportionate impact on particular groups, including those within the workforce and customer/public groups. All completed EqlA Screenings are required to be publicly available on the council's website once they have been signed off by the relevant Head of Service or Strategic/Policy/Operational Group or Project Sponsor.

#### What are the "protected characteristics" under the law?

The following are protected characteristics under the Equality Act 2010: age; disability (including physical, learning and mental health conditions); gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex; sexual orientation.

#### What's the process for conducting an EqlA?

The process for conducting an EqlA is set out at the end of this document. In brief, a Screening Assessment should be conducted for every new or reviewed strategy, policy, plan, project, service or procedure and the outcome of the Screening Assessment will indicate whether a Full Assessment should be undertaken.

#### Openness and transparency

RBWM has a 'Specific Duty' to publish information about people affected by our policies and practices. Your completed assessment should be sent to the Strategy & Performance Team for publication to the RBWM website once it has been signed off by the relevant manager, and/or Strategic, Policy, or Operational Group. If your proposals are being made to Cabinet or any other Committee, please append a copy of your completed Screening or Full Assessment to your report.

#### Enforcement

Judicial review of an authority can be taken by any person, including the Equality and Human Rights Commission (EHRC) or a group of people, with an interest, in respect of alleged failure to comply with the general equality duty. Only the EHRC can enforce the specific duties. A failure to comply with the specific duties may however be used as evidence of a failure to comply with the general duty.

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### Stage 1 : Screening (Mandatory)

#### 1.1 What is the overall aim of your proposed strategy/policy/project etc and what are its key objectives?

The overall aim of this project is to enable the site assembly to bring forward a major regeneration scheme in Maidenhead Town Centre which will increase amenity and improve public space for all residents. Appropriation powers are regularly used by Local Authorities to enable land assembly to take place in as efficient and timely way as possible. Businesses and property owners impacted are entitled to compensation and the developer has a duty to negotiate agreements where possible.

As part of the regeneration project the new Broadway Car Park will be developed by the Council with new parking facilities for blue badge holders along with a new facility for Maidenhead Shopmobility and Changing Places.

**1.2 What evidence is available to suggest that your proposal could have an impact on people (including staff and customers) with protected characteristics? Consider each of the protected characteristics in turn and identify whether your proposal is Relevant or Not Relevant to that characteristic. If Relevant, please assess the level of impact as either High / Medium / Low and whether the impact is Positive (i.e. contributes to promoting equality or improving relations within an equality group) or Negative (i.e. could disadvantage them). Please document your evidence for each assessment you make, including a justification of why you may have identified the proposal as “Not Relevant”.**

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## EQUALITY IMPACT ASSESSMENT

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Protected characteristics	Relevance	Level	Positive/negative	Evidence
<b>Age</b>	Relevant	Medium	Positive	The new car park will provide modern car parking spaces for holders of blue badges> The new development will accommodate a significant number of senior living units.
<b>Disability</b>	Relevant	High	Positive	The new car park will provide new blue badge parking spaces and a new purpose-built facility for Maidenhead Shopmobility and a Changing Places facility for dignified changing facilities for disabled users. All the new buildings will be designed to latest accessibility standards.
<b>Gender re-assignment</b>	Not Relevant	None	None	There is nothing in this report which is considered to impact on this protected characteristic
<b>Marriage/civil partnership</b>	Not Relevant	None	None	There is nothing in this report which is considered to impact on this protected characteristic
<b>Pregnancy and maternity</b>	Not Relevant	None	None	There is nothing in this report which is considered to impact on this protected characteristic
<b>Race</b>	Not Relevant	None	None	There is nothing in this report which is considered to impact on this protected characteristic
<b>Religion and belief</b>	Not Relevant	None	None	There is nothing in this report which is considered to impact on this protected characteristic
<b>Sex</b>	Not Relevant	None	None	There is nothing in this report which is considered to impact on this protected characteristic
<b>Sexual orientation</b>	Not Relevant	None	None	There is nothing in this report which is considered to impact on this protected characteristic

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### Outcome, action and public reporting

Screening Assessment Outcome	Yes / No / Not at this stage	Further Action Required / Action to be taken	Responsible Officer and / or Lead Strategic Group	Timescale for Resolution of negative impact / Delivery of positive impact
Was a significant level of negative impact identified?	No			
Does the strategy, policy, plan etc require amendment to have a positive impact?	No			

If you answered **yes** to either / both of the questions above a Full Assessment is advisable and so please proceed to Stage 2. If you answered “No” or “Not at this Stage” to either / both of the questions above please consider any next steps that may be taken (e.g. monitor future impacts as part of implementation, re-screen the project at its next delivery milestone etc).

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### Stage 2 : Full assessment

#### 2.1 : Scope and define

**2.1.1 Who are the main beneficiaries of the proposed strategy / policy / plan / project / service / procedure? List the groups who the work is targeting/aimed at.**

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**2.1.2 Who has been involved in the creation of the proposed strategy / policy / plan / project / service / procedure? List those groups who the work is targeting/aimed at.**

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#### 2.2 : Information gathering/evidence

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## EQUALITY IMPACT ASSESSMENT

EqlA: Nicholsons Quarter Appropriation, Maidenhead

**2.2.1 What secondary data have you used in this assessment?** *Common sources of secondary data include: censuses, organisational records.*

**2.2.2 What primary data have you used to inform this assessment?** *Common sources of primary data include: consultation through interviews, focus groups, questionnaires.*

**Eliminate discrimination, harassment, victimisation**

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## EQUALITY IMPACT ASSESSMENT

EqlA: Nicholsons Quarter Appropriation, Maidenhead

Protected Characteristic	Advancing the Equality Duty : Does the proposal advance the Equality Duty Statement in relation to the protected characteristic (Yes/No)	If yes, to what level? (High / Medium / Low)	Negative impact : Does the proposal disadvantage them (Yes / No)	If yes, to what level? (High / Medium / Low)	Please provide explanatory detail relating to your assessment and outline any key actions to (a) advance the Equality Duty and (b) reduce negative impact on each protected characteristic.
Age					
Disability					
Gender reassignment					
Marriage and civil partnership					
Pregnancy and maternity					
Race					
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**Advance equality of opportunity**



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EqlA: Nicholsons Quarter Appropriation, Maidenhead

### Foster good relations

Protected Characteristic	Advancing the Equality Duty : Does the proposal advance the Equality Duty Statement in relation to the protected characteristic (Yes/No)	If yes, to what level? (High / Medium / Low)	Negative impact : Does the proposal disadvantage them (Yes / No)	If yes, to what level? (High / Medium / Low)	Please provide explanatory detail relating to your assessment and outline any key actions to (a) advance the Equality Duty and (b) reduce negative impact on each protected characteristic.
Age					
Disability					
Gender reassignment					
Marriage and civil partnership					
Pregnancy and maternity					
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Religion and belief					
Sex					
Sexual orientation					

**2.4 Has your delivery plan been updated to incorporate the activities identified in this assessment to mitigate any identified negative impacts? If so please summarise any updates.**

*These could be service, equality, project or other delivery plans. If you did not have sufficient data to complete a thorough impact assessment, then an action should be incorporated to collect this information in the future.*