

ROYAL BOROUGH OF WINDSOR AND MAIDENHEAD

EQUALITY IMPACT ASSESSMENT

EqlA : John West House

Essential information

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

Strategy		Plan		Project	X	Service procedure	
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Responsible officer	Emma Congerton	Service area	Housing, Environmental Health & Trading Standards	Directorate	Adults, Health & Housing
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Stage 1: EqlA Screening (mandatory)	Date created: 28/07/2021	Stage 2 : Full assessment (if applicable)	Date created : xx/xx/xxxx
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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): Tracy Hendren

Dated: 30/07/2021

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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 the John West House project is to redevelop a disused warehouse to provide accommodation for individuals on the Rough Sleeping Pathway, and to provide communal facilities for training sessions and professionals meetings to take place.

John West House is owned by RBWM and has been partially converted to provide four bedrooms, a kitchen and bathroom facilities which are currently used by individuals on Stage 2 of the Rough Sleeping Pathway. Redeveloping the rest of the warehouse unit will provide essential community facilities and enable a designated space for professionals to work effectively with rough sleepers and individuals with support needs. The site has potential to create up to 13 additional bedrooms and a good range of communal and meeting room space.

Housing legislation requires accommodation to be provided to some homeless households, including those with identified support needs, and specifies that this accommodation must be suitable for those households. If an individual is unable to manage accommodation without support then supported accommodation must be provided, and there is insufficient suitable supported accommodation within RBWM.

The UK Government have committed to ending rough sleeping by 2027 and there is extensive pressure on local authorities to achieve this goal. Whilst there are currently no individuals sleeping rough in RBWM, this has occurred during the Covid-19 pandemic which is not representative of 'normal' times. In order to be able to proactively tackle rough sleeping within RBWM we need dedicated facilities to support and rehabilitate individuals who are rough sleeping or those at risk of rough sleeping, which requires a community effort and multiple services. Providing services in one location will increase uptake and ensure that homeless households can easily access advice and enable them to help themselves.

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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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Protected characteristics	Relevance	Level	Positive/negative	Evidence
Age	Not Relevant	None	None	<p>Evidence from the Royal Borough of Windsor and Maidenhead 2011 census:</p> <p>In 2011, Royal Borough of Windsor and Maidenhead had a resident population of 144,560. Of these, 28,660 (20%) were 0-15, 91,823 (63%) were 16-65 and 24,077 (17%) were 65+.</p> <p>The Rough Sleeping Pathway is open to any adult aged over 18 and with no upper age limit, subject to meeting the criteria of having been rough sleeping or at risk of rough sleeping in the Royal Borough.</p> <p>There is nothing in the proposal which has been identified as having an adverse impact on individuals as a result of this protected characteristic.</p>

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<p>Disability</p>	<p>Relevant</p>	<p>Medium</p>	<p>Negative</p>	<p>Evidence from the Royal Borough of Windsor and Maidenhead 2011 census:</p> <p>In 2011, Royal Borough of Windsor and Maidenhead had a resident population of 144,560. Of these residents, 34,850 (15%) reported a long-term health problem or disability which limited their day-to-day activities.</p> <p>The Rough Sleeping Pathway is open to any adult aged over 18 and has no upper age limit, subject to meeting the criteria of having been rough sleeping or at risk of rough sleeping in the Borough. Many individuals who are identified as having slept rough in the Borough have an acute history of mental health difficulties with some also experiencing physical disabilities.</p> <p>One of the benefits of redeveloping John West House will be that services can be provided to residents who are on the Rough Sleeping Pathway and other individuals with support needs from one specialist location. This 'one stop shop' approach will have a positive impact on residents with disabilities, particularly those with mobility issues who find travelling across the Borough to access different services challenging.</p> <p>There is nothing in the proposal which has been identified as having an adverse impact on individuals as a result of this protected characteristic.</p>
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Gender re-assignment	Not Relevant	None	None	<p>The 2021 Census topic consultation identified a need for gender identity data. There is limited data available at a local level about this protected characteristic for the population.</p> <p>The Rough Sleeper Pathway is open to any adult aged over 18 and with no upper age limit, subject to meeting the criteria of having been rough sleeping or at risk of rough sleeping in the Borough. This includes individuals who have undergone or are undergoing gender reassignment.</p> <p>There is nothing in the proposal which has been identified as having an adverse impact on individuals as a result of this protected characteristic.</p>
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<p>Marriage/civil partnership</p>	<p>Relevant</p>	<p>Medium</p>	<p>Positive</p>	<p>Evidence from the Royal Borough of Windsor and Maidenhead 2011 census:</p> <p>In 2011, Royal Borough of Windsor and Maidenhead had a resident population of 144,560. Of these 60,863 (42%) residents were in a marriage. 264 residents were in a same-sex civil partnership (<1%).</p> <p>The Rough Sleeping Pathway is open to any adult aged over 18 and with no upper age limit, subject to meeting the criteria of having been rough sleeping or at risk of rough sleeping in the Borough.</p> <p>Couples who are married or who are in a civil partnership will be assessed together, where this is appropriate, and accommodation and services can be provided individually or together depending on the outcome of a needs assessment and customer preference.</p> <p>There is nothing in the proposal which has been identified as having an adverse impact on individuals as a result of this protected characteristic.</p>
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<p>Pregnancy and maternity</p>	<p>Not Relevant</p>			<p>In 2011, Royal Borough of Windsor and Maidenhead had a resident population of 144,560. Limited data is available in relation to this particular protected characteristic however ONS provides that in 2016 (latest available data) there were 1757 live births where the child's mother stated she was usually resident in the Borough.</p> <p>The Rough Sleeping Pathway is not suitable for residents who are pregnant or with children and services for these households will be provided separately by the Housing Options Team, including the provision of accommodation and support options, where relevant. This is in line with the legislative requirements of the Housing Act 1996 (as amended).</p> <p>The Homelessness Code of Guidance for Local Authorities states that:</p> <p>17.32 Living in B&B accommodation can be particularly detrimental to the health and development of children. Under section 210(2), the Secretary of State has made the <i>Homelessness (Suitability of Accommodation) (England) Order 2003</i> (SI 2003 No. 3326) ('the 2003 Order'). The 2003 Order specifies that B&B accommodation is not to be regarded as suitable for applicants with family commitments provided with accommodation under Part 7.</p> <p>17.33 Housing authorities should, therefore, use B&B accommodation to discharge a duty to secure</p>
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				<p>accommodation for applicants with family commitments only as a last resort and then only for a maximum of six weeks. Applicants with family commitments means an applicant:</p> <ul style="list-style-type: none">a. who is pregnant.b. with whom a pregnant woman resides or might reasonably be expected to reside; or,c. with whom dependent children resides or might reasonably be expected to reside. <p>17.34 For the purpose of the 2003 Order, B&B accommodation means accommodation (whether or not breakfast is included):</p> <ul style="list-style-type: none">a. which is not separate and self-contained premises; and,b. in which any of the following amenities is shared by more than one household:<ul style="list-style-type: none">i. a toilet,ii. personal washing facilities; or,iii. cooking facilities. <p>17.35 B&B accommodation does not include accommodation which is owned or managed by a housing authority, a private registered provider or a voluntary organisation as defined in section 180(3) of the 1996 Act.</p>
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				<p>Whilst accommodation owned and managed by a local authority does not constitute B&B accommodation by the above definition, the needs of other residents on the Rough Sleeping Pathway, which may include substance misuse and/or mental health issues and antisocial behaviour, for example, mean that pregnancy or dependent children would preclude an applicant from being provided with accommodation at John West House.</p> <p>There is nothing in the proposal which has been identified as having an adverse impact on individuals as a result of this protected characteristic, this is because legislation includes provision for customers who are pregnant or have dependent children.</p>
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Race	Not Relevant	None	None	<p>Evidence from the Royal Borough of Windsor and Maidenhead 2011 census:</p> <p>In 2011, Royal Borough of Windsor and Maidenhead had a resident population of 144,560. Ethnicity data from the 2011 Census indicates that the majority of people living in Windsor and Maidenhead describe themselves as White British (78%). The Black and Minority Ethnic (BME) population in the borough decreased slightly from 15% in 2001 to 14% in 2011. The largest BME group living in Windsor and Maidenhead in 2011 was Asian or Asian British (10%). There was also a growing number of people (7%) who classified themselves as 'Other White'.</p> <p>The Rough Sleeping Pathway is open to any adult aged over 18 and with no upper age limit, subject to meeting the criteria of having been rough sleeping or at risk of rough sleeping in the Borough.</p> <p>There is nothing in the proposal which has been identified as having an adverse impact on individuals as a result of this protected characteristic.</p>
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<p>Religion and belief</p>	<p>Not Relevant</p>	<p>None</p>	<p>None</p>	<p>Evidence from the Royal Borough of Windsor and Maidenhead 2011 census:</p> <p>In 2011, Royal Borough of Windsor and Maidenhead had a resident population of 144,560. The 2011 census shows that 27% of residents identified as having no religion, 63% identified as Christian, 1% as Buddhist, 3% as Hindu, >1% as Jewish, 3% as Muslim 1% as Sikh and <1% as 'other.'</p> <p>The Rough Sleeping Pathway is open to any adult aged over 18 and with no upper age limit, subject to meeting the criteria of having been rough sleeping or at risk of rough sleeping in the Borough.</p> <p>There is nothing in the proposal which has been identified as having an adverse impact on individuals as a result of this protected characteristic.</p>
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Sex	Not Relevant	None	None	<p>Evidence from the Royal Borough of Windsor and Maidenhead 2011 census:</p> <p>In 2011, Royal Borough of Windsor and Maidenhead had a resident population of 144,560. 71,328 (49%) were males and 73,232 (51%) were female.</p> <p>The Rough Sleeping Pathway is open to any adult aged over 18 and with no upper age limit, subject to meeting the criteria of having been rough sleeping or at risk of rough sleeping in the Borough.</p> <p>There is nothing in the proposal which has been identified as having an adverse impact on individuals as a result of this protected characteristic.</p>
Sexual orientation	Not Relevant	None	None	<p>The ONS advises that in 2011, 2% of the UK population identified themselves as lesbian, gay or (LGB). There is limited data available at a local level about this protected characteristic for the population.</p> <p>The Rough Sleeper Pathway is open to any adult aged over 18 and with no upper age limit, subject to meeting the criteria of having been rough sleeping or at risk of rough sleeping in the Borough.</p> <p>There is nothing in the proposal which has been identified as having an adverse impact on individuals as a result of this protected characteristic.</p>

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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	N/A		
Does the strategy, policy, plan etc require amendment to have a positive impact?	No	N/A		

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

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.*

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Eliminate discrimination, harassment, victimisation

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					
Religion and belief					
Sex					
Sexual orientation					

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Advance equality of opportunity

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					
Religion and belief					
Sex					
Sexual orientation					

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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					
Race					
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.

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