

COUNCIL

MONDAY, 28TH SEPTEMBER, 2020

At 6.15 pm

in a

VIRTUAL MEETING - ONLINE ACCESS,

SUPPLEMENTARY AGENDA

PART I

<u>ITEM</u>	<u>SUBJECT</u>	<u>PAGE NO</u>
4.	<u>MAIDENHEAD COMMUNITY CENTRE PETITION</u> Updated Equalities Impact Assessment	3 - 8

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ROYAL BOROUGH OF WINDSOR & MAIDENHEAD

EQUALITY IMPACT ASSESSMENT

ESSENTIAL INFORMATION										
Item being assessed <i>(Please tick):</i>	Strategy		Policy		Plan		Project	✓	Service/Procedure	
Responsible Officer:	Russell O'Keefe				Service:	Place				
					Directorate:	Place				
STAGE 1: EqIA SCREENING (MANDATORY)					STAGE 2: FULL ASSESSMENT (IF APPLICABLE)					
Date created:	28 September 2020				Date created:					
Approved by Head of Service / Overseeing group/body / Project Sponsor:	<i>"I am satisfied that an equality impact has been undertaken adequately."</i>									
	Signed:	Russell O'Keefe								
	Date:	28th September 2020								

GUIDANCE NOTES

What is an EqIA 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.

EqIAs 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.

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 EqIA?

The process for conducting an EqIA 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.

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 report sets out details of a plan in respect of the Royal Voluntary Service (RVS) and Maidenhead Community Centre (MCC).

The York Road development, the first of the Council's regeneration projects, requires vacant possession of Phase II and Phase III, for these to proceed. Phase II is currently occupied by Maidenhead Community Centre, with a head lease held by RVS and the freehold interest held by the Council. The Council has been in negotiations with both RVS & MCC regarding the surrender of the head lease and the relocation of MCC, in line the Council resolution in April 2018 to relocate MCC to a new facility.

The report sets out a proposed way forward so that phase II of the York Road development can progress and the future location of MCC can be secured. The proposed way forward would allow MCC to move to a site, 4 Marlow Road, Maidenhead, in line with the requirements they have indicated and would not involve a move to a temporary site.

The relocation to 4 Marlow Road, would require an appropriate home and relocation of the existing youth service that is running from this centre. This is being considered and assessed as part of the family hub consultation process which will see a decision by end of October. Therefore if relocation is agreed, for MCC, this is likely to take place in January 2021.

The report requests that Council considers the recommendation from Cabinet (subject to Cabinet consideration on 24 September 2020) to rescind the previous Council resolution of 24th April 2018 on MCC. The report also seeks approval for a capital budget to secure surrender of the current lease should RVS formally decline the offer of space at the new proposed location.

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”.*

Protected characteristic	Relevance	Level	Positive / Negative	Evidence
Age	Not relevant	None	None	There is nothing in the report which is considered to impact on this protected characteristic as the proposed arrangements would allow provision of the same services.
Disability	Not relevant	None	None	There is nothing in the report which is considered to impact on this protected characteristic as the proposed arrangements would allow provision of the same services.
Gender reassignment 9	Not relevant	None	None	There is nothing in the report which is considered to impact on this protected characteristic as the proposed arrangements would allow provision of the same services.
Marriage and civil partnership	Not relevant	None	None	There is nothing in the report which is considered to impact on this protected characteristic as the proposed arrangements would allow provision of the same services.
Pregnancy and maternity	Not relevant	None	None	There is nothing in the report which is considered to impact on this protected characteristic as the proposed arrangements would allow provision of the same services.
Race	Not relevant	None	None	There is nothing in the report which is considered to impact on this protected characteristic as the proposed arrangements would allow provision of the same services.

Religion or belief	Not relevant	None	None	There is nothing in the report which is considered to impact on this protected characteristic as the proposed arrangements would allow provision of the same services.
Sex	Not relevant	None	None	There is nothing in the report which is considered to impact on this protected characteristic as the arrangements would allow provision of the same services.
Sexual orientation	Not relevant	None	None	There is nothing in the report which is considered to impact on this protected characteristic as the proposed arrangements would allow provision of the same services.

OUTCOMES, ACTION & PUBLIC REPORTING

7 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	None		
Does the strategy, policy, plan etc require amendment to have a positive impact?	No	None		

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).

All completed EqIA 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.

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