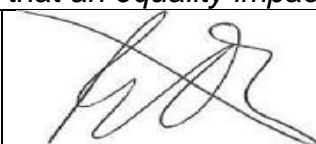


ROYAL BOROUGH OF WINDSOR & MAIDENHEAD EQUALITY IMPACT ASSESSMENT

ESSENTIAL INFORMATION

Item being assessed (Please tick):	Strategy		Policy		Plan		Project	<input checked="" type="checkbox"/>	Service/Procedure	
Responsible Officer:	Russell O'Keefe				Service:		Place			
					Directorate:		Place			
STAGE 1: EqIA SCREENING (MANDATORY)						STAGE 2: FULL ASSESSMENT (IF APPLICABLE)				
Date created:	10 November 2020				Date created:					
					Date reviewed by Law & Governance:					
Approved by Head of Service / Overseeing group/body / Project Sponsor:	<i>"I am satisfied that an equality impact has been undertaken adequately."</i>									
	Signed:									
	Date:	10 November 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?

There is a housing affordability crisis in the UK and in RBWM our residents face particularly acute housing costs. The average house price in RBWM is £476,000, which is over 15 times high than the average UK salary (£30,420). This has made getting into sustainable rented accommodation and onto the house ladder difficult for many RBWM residents. In order to address this key issue, RBWM has submitted a Local Plan for inspection and requires a Housing Strategy to clearly set out the Council's priorities for addressing the housing challenges our residents face.

To this end and building on the Council's draft Local Plan and the recently adopted Homelessness & Rough Sleeping Strategy, the Housing and Environmental Health Service completed a comprehensive Housing Strategy evidence base and undertook an initial round of consultation with councillors and partner organisations."

The draft Housing Strategy 2020 - 2025 has been developed around three key objectives:

- Deliver New Homes
- Promote Health & Wellbeing
- Support vulnerable residents to obtain and sustain suitable accommodation

The Strategy's Delivery Plan will be monitored and reviewed, including updates which will be published annually.

If approved the draft Housing Strategy 2020 - 2025 will undergo a formal public consultation to listen to the views of all our residents on this critically important issue. The feedback we receive will be collated and analysed. The final Housing Strategy 2020 – 2025 will be considered by Cabinet for adoption following the public consultation period.

Although the requirement to develop and publish a Housing Strategy is no longer a statutory duty for the Council, it is imperative the Council develops a strategy that clearly states its housing ambitions and goals for the future benefit for the residents of the Royal Borough.

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	Relevant	Medium	Positive	<p>Evidence from the Royal Borough of Windsor and Maidenhead 2011 census:</p> <p>The population of the borough has grown from 87,231 in 1951 to 145,100 by 2011 when the last census was carried out. The 20 year period from 1951 to 1971 saw a population increase of around 40,000. The borough’s estimated midyear 2019 population was 151,200 and this is projected to rise by midyear 2039 to 158,100.</p> <p>The population in Windsor and Maidenhead is relatively young (median age 40) and whilst only 18% of the population (28,400) is aged 65 or over, this is expected to grow to 26% (40,400) by 2039 when the borough population is expected to be 158,100. More importantly, the growth in the over 85 cohort is expected to rise from 4,500 currently to 8,400 by 2036 with significant implications for health, housing and social care going forward.</p> <p>The Housing Strategy objectives to ensure residents can access good-quality affordable accommodation, to promote health and wellbeing and prevent homelessness and rough sleeping will have a positive impact on all age groups. The benefits include increased life expectancy, reduced health inequalities, improved mental and physical health, promotion of social health and independent living, and reduced admissions to hospitals and to care homes.</p>
Disability	Relevant	Medium	Positive	<p>Evidence from the Royal Borough of Windsor and Maidenhead 2011 census:</p>

				<p>At 2011, 12% of Windsor and Maidenhead residents had a long-term health problem or disability which limited their day-to-day activities. This is lower than the South East at 15.7%</p> <p>For 4.9% of Windsor and Maidenhead residents, day-to-day activities were limited a lot. This is lower than the South East at 6.7%.</p> <p>According to the 2011 Census, 9.2% of all usual residents in households in Windsor and Maidenhead provide unpaid care. This is lower than the South East at 9.8%</p> <p>1.5% of all usual residents in households in Windsor and Maidenhead provided 50 or more hours of unpaid care a week. This is lower than the South East at 2%</p> <p>The Housing Strategy objectives to ensure residents can access good-quality affordable accommodation, to promote health and wellbeing and prevent homelessness and rough sleeping will have a positive impact on all age groups. The benefits include increased life expectancy, reduced health inequalities, improved mental and physical health, promotion of social health and independent living, and reduced admissions to hospitals and care homes.</p>
Gender reassignment	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 charity GIRES estimated in their Home Office funded study in 2009 the number of transgender people in the UK to be between 300,000 and 500,000. Although Gender Reassignment is a protected characteristic under equalities legislation, there is insufficient data and no evidence that the</p>

				proposal will have a negative impact on any individual or group due to gender reassignment
Marriage and civil partnership	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 60,863 (42%) residents were in a marriage. 264 residents were in a same-sex civil partnership (<1%).</p> <p>There is no evidence that the proposal will have a negative impact on any individual or group due to marriage or civil partnership.</p>
Pregnancy and maternity	Not relevant	None	None	<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>There is no evidence that there will be a negative impact on any individual or group due to pregnancy and maternity.</p>
Race	Relevant	Medium	Positive	<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</p>

				<p>number of people (7%) who classified themselves as 'Other White'.</p> <p>The Housing Strategy objectives to ensure residents can access good-quality affordable accommodation, to promote health and wellbeing and prevent homelessness and rough sleeping will have a positive impact on all age groups. The benefits include increased life expectancy, reduced health inequalities, improved mental and physical health, promotion of social health and independent living, and reduced admissions to hospitals and care homes.</p>
Religion or belief	Relevant	Medium	Positive	<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 Housing Strategy objectives to ensure residents can access good-quality affordable accommodation, to promote health and wellbeing and prevent homelessness and rough sleeping will have a positive impact on all age groups. The benefits include increased life expectancy, reduced health inequalities, improved mental and physical health, promotion of social health and independent living, and reduced admissions to hospitals and care homes.</p>
Sex	Relevant	Medium	Positive	<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 Housing Strategy objectives to ensure residents can access good-quality affordable accommodation, to promote health and wellbeing and prevent homelessness and rough sleeping will have a positive impact on all age groups. The benefits include increased life expectancy, reduced health inequalities, improved mental and physical health, promotion of social health and independent living, and reduced admissions to hospitals and care homes.</p>
Sexual orientation	Not relevant	None	None	<p>The ONS advises that in 201, 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>Although Sexual Orientation is a protected characteristic under equalities legislation there is insufficient data and no evidence that the proposal will have a negative impact on any individual or group due to their sexual orientation.</p>

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

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.

STAGE 2: FULL ASSESSMENT

2.1 SCOPE & 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.*

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.*

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.*

Equality Duty Statement	Protected Characteristic	Advancing the Equality Duty		Negative impact		Explanation & Mitigations 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
		Does the proposal advance the Equality Duty Statement in relation to the protected characteristic (Yes/No)	If yes, to what level? (High / Medium / Low)	Does the proposal disadvantage them (Yes / No)	If yes, to what level? (High / Medium / Low)	
Eliminate discrimination, harassment, victimisation	Age					
	Disability					
	Gender reassignment					
	Marriage and civil partnership					
	Pregnancy and maternity					
	Race					
	Religion or belief					
	Sex					

	Sexual orientation					
Advance equality of opportunity	Age					
	Disability					
	Gender reassignment					
	Marriage and civil partnership					
	Pregnancy and maternity					
	Race					
	Religion or belief					
	Sex					
	Sexual orientation					
Foster good relations	Age					
	Disability					
	Gender reassignment					
	Marriage and civil partnership					
	Pregnancy and maternity					
	Race					
	Religion or 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?

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.



EqIA Process

