

# ROYAL BOROUGH OF WINDSOR AND MAIDENHEAD

## EQUALITY IMPACT ASSESSMENT

### EqlA: Borough Local Plan

#### Essential information

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

Strategy	x	Policy	x	Plan	x	Project		Service/Procedure	
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Responsible officer	Adrien Waite, Head of Planning, Place Services	Service area	Planning	Directorate	Place
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<b>Stage 1: EqlA Screening (mandatory)</b>	Date created: 30/11/21	<b>Stage 2 : Full assessment (if applicable)</b>	Date created : NA
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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): Adrien Waite

Dated: 07/12/2021

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### EqlA: Borough Local Plan

#### 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 EQiA is a supplementary screening related to the proposed Adoption of the Borough Local Plan. This Equality Impact Document will support the report to Council on 8th February, 2022 where the recommendation to 'adopt' the Borough Local Plan will be made.

Previous EqlA assessments on the emerging BLP have been carried out and concluded a positive outcome in the assessment of relevant protected characteristics:

1. Supplementary screening of the next steps, Borough Local Plan, in relation to the production of a final set of 'main modifications' followed by a public consultation on the modifications. This was appended to the report to Council on 27 May, 2021
  2. Supplementary screening of changes, Borough Local Plan Submission Version – Proposed Changes (BLP SV – PC) was undertaken for the 23 October, 2019 Council meeting.
  3. A full EQiA was undertaken on 8 June, 2017 to support the Regulation 19 (publication version) of the BLP pre submission to the Secretary of State on 31st January, 2018.
- The Borough Local Plan (BLP) is a key corporate priority and over the last few years the Council has been preparing a new BLP that will provide the development plan to guide the future development of the Borough. It is important that the Council has an up-to-date Local Plan prepared and adopted in accordance with the National Planning Policy Framework (NPPF), published in March 2012.
  - The BLP will set out housing targets for the borough and address strategic housing, economic and infrastructure issues including housing and mixed-use allocations up to 2033. The aim will be to have a flexible housing stock to meet the wide range of accommodation needs (flexible, accessible, adaptable and age friendly).
  - The BLP includes policies and proposals for the protection and provision of employment land.
  - The BLP sets out site and development management policies to replace, as appropriate, previous Local Plan policies.
  - The new BLP will sit alongside any further adopted Development Plan Documents, including Minerals and Waste, Travellers and Neighbourhood Plans.

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## EQUALITY IMPACT ASSESSMENT

### **EqlA: Borough Local Plan**

**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”.**

# ROYAL BOROUGH OF WINDSOR AND MAIDENHEAD

## EQUALITY IMPACT ASSESSMENT

### EqlA: Borough Local Plan

Protected characteristics	Relevance	Level	Positive/negative	Evidence
Age	Relevant	Medium	Positive	<p>In assessing the protected characteristics, it is believed that age will be positively affected by the BLP.</p> <p>The <a href="#">Strategic Housing Market Assessment 2016 (SHMA)</a> indicates the following in the borough over the period 2013 to 2036:</p> <p>An ageing population with a significant projected growth in the over 65 year olds (expected to be 62%)</p> <p>Projected increase of circa 9,622 people living with long term health problems or disability</p> <p>Population aged 15 or under is expected to increase by 10%</p> <p>The number of households headed up by someone aged under 35 is expected to increase by 12% (high relevance in private rented sector)</p> <p>The aim will be to have a flexible housing stock to meet the wide range of accommodation needs (flexible, accessible, adaptable and age friendly). This will include a proportion of family housing with gardens.</p> <p>The Borough Local Plan recognises that new homes should support the changing needs of individuals and families at different stages of life and the expectation is that a proportion of new housing should meet the higher accessibility standards of Requirement M4(2) of the Building Regulations.</p> <p>Housing built to the standard under Requirement M4(2) will make reasonable provision for most people to access the dwelling and incorporate features to make it potentially suitable for a wide range of occupants, including older people, those with limited mobility and some wheelchair users. The BLP also makes provision for a proportion of M4(3) standard dwellings to meet the higher wheelchair user standard.</p>

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<b>Disability</b>	Relevant	Medium	Positive	<p>In assessing the protected characteristics, it is believed that disability will be positively affected by the BLP.</p> <p>The <a href="#">Strategic Housing Market Assessment 2016 (SHMA)</a> indicates the following in the borough over the period 2013 to 2036:</p> <p>Projected increase of circa 9,622 people living with long term health problems or disability</p> <p>The aim will be to have a flexible housing stock to meet the wide range of accommodation needs (flexible, accessible, adaptable and age friendly). This will include a proportion of family housing with gardens.</p> <p>The Borough Local Plan recognises that new homes should support the changing needs of individuals and families at different stages of life and the expectation is that a proportion of new housing should meet the higher accessibility standards of Requirement M4(2) of the Building Regulations.</p> <p>Housing built to the standard under Requirement M4(2) will make reasonable provision for most people to access the dwelling and incorporate features to make it potentially suitable for a wide range of occupants, including older people, those with limited mobility and some wheelchair users. The BLP also makes provision for a proportion of M4(3) standard dwellings to meet the higher wheelchair user standard.</p>
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<b>Pregnancy and maternity</b>	Relevant	Medium	Positive	<p>In assessing the protected characteristics, it is believed that pregnancy and maternity will be positively affected by the BLP.</p> <p>The <a href="#">Strategic Housing Market Assessment 2016 (SHMA)</a> indicates the following in the borough over the period 2013 to 2036:</p> <p>The number of households headed up by someone aged under 35 is expected to increase by 12% (high relevance in private rented sector)</p> <p>The aim will be to have a flexible housing stock to meet the wide range of accommodation needs (flexible, accessible, adaptable and age friendly). This will include a proportion of family housing with gardens.</p> <p>The Borough Local Plan recognises that new homes should support the changing needs of individuals and families at different stages of life and the expectation is that a proportion of new housing should meet the higher accessibility standards of Requirement M4(2) of the Building Regulations.</p> <p>Housing built to the standard under Requirement M4(2) will make reasonable provision for most people to access the dwelling and incorporate features to make it potentially suitable for a wide range of occupants, including older people, those with limited mobility and some wheelchair users. The BLP also makes provision for a proportion of M4(3) standard dwellings to meet the higher wheelchair user standard.</p>
<b>Gender re-assignment</b>	Not relevant			
<b>Marriage/civil partnership</b>	Not relevant			

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## EQUALITY IMPACT ASSESSMENT

### EqlA: Borough Local Plan

<b>Race</b>				<p>Gypsies and Travellers form part of the community within the borough with particular housing needs.</p> <p>The Gypsy and Travellers Policy (BLP Policy HO4) provides criteria under which sites can be promoted and delivered by the gypsy, traveller and travelling showpeople communities. Policy HO4 in the BLP sets out access requirements for pedestrians, vehicles and caravans to and from the highway and requirements for storage and maintenance of show equipment and associated vehicles. These support the needs of gypsies, travellers and travelling showpeople.</p>
<b>Religion and belief</b>				<p>Places of worship are categorised as 'Community facilities' and deemed as making a significant contribution to the wellbeing of residents and the sustainability of communities.</p> <p>The BLP recognises that these facilities must be able to develop and modernise in a way that is sustainable in order to make it possible for them to remain in use. The policy ensures that any development proposals that would result in the loss of community, leisure and cultural facilities must be accompanied by an assessment of both existing facilities and the need for and value of the facility to the community. Where there is evidence that existing provision is not able to meet needs, the Council proposes work with partners to seek and where possible, enable new facilities.</p>
<b>Sex</b>	Not relevant			
<b>Sexual orientation</b>	Not relevant			



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**EQUALITY IMPACT ASSESSMENT**

**EqlA: Borough Local Plan**

**Outcome, action and public reporting**

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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
<p><b>Was a significant level of negative impact identified?</b></p>	<p>No</p>	<p>It is considered that the allocations and policies within the BLP are unlikely to have a disproportionate impact on any particular group.</p> <p>The BLP includes a series of Monitoring Indicators drawn directly from the BLP objectives (indicating how objectives may be met). These indicators will be routinely reviewed and published annually via the Monitoring Report.</p> <p>Previous versions of the BLP enabled groups and individuals to make representations regarding soundness and legal compliance and relevant changes from consultations to date have been incorporated into each version of the BLP (Submission, Proposed Changes and Main Modifications versions).</p> <p>The last round of consultation on the 'BLP was in respect of 'Main Modifications' – changes since the Proposed Changes version and which the independent Planning Inspector deemed will make the BLP 'sound'. The public consultation took place in the summer of 2021 and followed hearings in public at the end of 2020. The hearings were conducted by an independent inspector appointed by the Secretary of State.</p> <p>Direct impacts of the BLP have been subject to extensive consideration at each stage of the plan making process.</p>	<p>Head of Planning</p>	<p>On adoption, the BLP will be used to determine planning applications, which will enable delivery of the positive impacts identified.</p>

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