

Report Title:	RBWM Night Time Economy Strategy
Contains Confidential or Exempt Information	No - Part I
Cabinet Member:	Cllr David Cannon – Cabinet Member for Anti-Social Behaviour, Crime and Public Protection
Meeting and Date:	Cabinet – 25 August 2022
Responsible Officer(s):	Andrew Durrant – Executive Director Place David Scott – Head of Communities
Wards affected:	All

## **REPORT SUMMARY**

*This report sets out RBWM’s Strategy towards managing the wide ranging impacts of the Night Time Economy (NTE), so as to ensure that the Local Authority’s role, as one of several agencies involved in managing the NTE, is known and shared with partner agencies, and the public as part of a joint and transparent approach to dealing with the impacts an active NTE has.*

*There are a range of impacts that arise from an active NTE and these affect different sections of our community, and the purpose of having a shared NTE Strategy is to seek to manage the differing needs and the wide ranging impacts an active and thriving NTE brings to the towns and the local residents and businesses, as well as the wider infrastructure that determine the character, nature and appeal of the area and the NTE itself.*

*The council is one of a number of critical parts to managing the NTE and considers it beneficial to all involved from the many different angles, to develop a publicly shared strategy that sets out the key factors that will help to ensure an effective balance between the various needs of different groups are managed to be effective and enable a collaborative approach between all agencies.*

*Managing the NTE has been a long term challenge but a number of recent changes over the last three years have introduced a greater need to actively address the issues linked to having a thriving and mixed NTE. These include: increasing numbers of residential dwellings in the town centres, resurrection of activity levels similar to pre-Covid pandemic times in hospitality venues, resourcing levels of a number partners who manage the NTE and the resultant impacts and consequences, and the need to improve safety and well-being of all those involved, residents, businesses, visitors.*

*The report seeks to secure Cabinet approval to share our priorities to manage the impacts of the NTE with our partners and the public, to ensure there is a joint and collaborative approach which will support our corporate priority of creating a sustainable borough of opportunity and innovation, and seeks to balance the needs of having thriving communities and having inspiring places to live in and visit.*

### **1. DETAILS OF RECOMMENDATION(S)**

**RECOMMENDATION:** That Cabinet notes the report and:

- i) Endorses the approach outlined to develop a Strategy for the Night Time Economy across the Royal Borough of Windsor and Maidenhead that seeks to address the range of impacts both positive and negative that busy NTE in the main town centres involve.
- ii) Endorses the draft Vision and Key Objectives set out
- iii) Agrees to seeking active engagement with all partners to achieve and balance the different priorities that having thriving NTE raises, including the economic, reputational and public safety and wellbeing factors.
- iv) Agrees to the further development of funding bids to the Borough's capital programme and exploring external sources of grants to support the infrastructure improvements associated with the management of the NTE.

## 2. REASON(S) FOR RECOMMENDATION(S) AND OPTIONS CONSIDERED

### Options

**Table 1: Options arising from this report**

Option	Comments
To develop a strategy that takes into consideration the diverse and at time conflicting needs of the different groups who are directly impacted by thriving NTE, such as local residents, local businesses, visitors, and other agencies who have an active role in managing the NTE and its impacts. <b>This is the recommended option</b>	The NTE can be broadly divided into two sections the early night time, (typically up until midnight) and the late night time typically after midnight until typically 4 or 5am. An effective strategy needs to consider and address the different issues these two sectors create and the different measures required to seek to balance the impacts.
Not to have a Borough Strategy that seeks to engage and involve the wide range of partners and the public in the approach being adopted.	Without a coordinated and shared approach it is unlikely the negative impacts of the NTE will be managed and the best possible balance between positives and the negatives that are linked to the NTE will be achieved.

- 2.1 RBWM has three main NTE, these are closely linked to the three main town centre areas of Windsor, Maidenhead and Ascot. Whilst there are some common features there are also some unique characteristics to these three different areas. The unique aspects are linked to the types, size and numbers of venues in each town centre area, and in turn to the regeneration of each town centre, either post Covid return to business or in the longer-term journey of the rejuvenation in each town.
- 2.2 The NTE (both evening and late) have a significant contribution to the local economy, employment and reputation of the town centres, for those who live,

work, or visit them. The NTE shapes how people perceive our town centres, from these different perspectives, including as residents, employees or visitors (who can be drawn from relatively close or further afield).

- 2.3 RBWM's Corporate Plan is focused on seeking to provide Thriving Communities where families and individuals are empowered to achieve their ambitions and fulfil their potential, ensuring that the whole of the NTE is contributing to this is essential if the Borough is to be seen as having Inspiring Places that supports the Borough's future prosperity and sustainability.
- 2.4 Developing a borough strategy that then engages with all those different segments that make up the NTE, and seeks to help shape our town centres to be places that people want to be a part of, is critical to avoid a disjointed and uncoordinated approach. Making effective use of the limited resources available is essential to achieving the positive outcomes that the whole of the NTE can bring and avoid the negative scenario where there is anti-social behaviour, alcohol and drugs related or induced crime and or disorder.
- 2.5 A positively managed NTE will help prevent risks to public health that may arise through a wide range of effects, from disturbed sleep for those who live in or close to the NTE focus areas, and well as reducing the impacts of increased consumption of alcohol (and drugs), and the increased risks of some criminal activities, which could include sexual exploitation. Tackling violence against women which can be linked to the NTE is also a key outcome to be secured through the strategy.
- 2.6 There are already a number of key initiatives in place that seek to help manage the impacts of the NTE these include:
  - Pub Watch – a coordinated approach to managing the licenced premises with Thames Valley Police, Licencing and the licensed operators working together to deal with individuals who fail to comply with licensing requirements.
  - Street Angels – a volunteer welfare support service that operates at peak times to provide care and safety support to individuals who may be at risk through over-indulgence or other effects from drugs, alcohol or relationships. Further details are available from their website: <https://streetangelswindor.org/>
  - Safe Spaces - includes Ask for Angela / Ask for Annie – licenced premises providing confidential and emergency support to vulnerable persons through coded requests for help.
  - Operation Vigilant – a Thames Valley Police operation that operates at different scales of activity, (depending on how busy each weekend is forecast to be, based upon equivalent weekends from previous years), that reflect risk and threat levels from predatory individuals seeking to exploit vulnerable individuals during or after the night-time visits.
  - Community Radio and Control Room – providing a central point for co-ordinating and responding to incidents and issues in conjunction with venue operators and the Police.
- 2.7 The Council has already approved an initial capital sum, in the adopted capital programme for modest improvements to and physical changes to reduce the impacts of fall-out from the NTE through regular anti-social behaviour. This has been used to extend the CCTV network coverage, and increase lighting

levels in key dispersal areas, and will also be used to close access points which lead to ASB and inappropriate behaviours in neighbouring residential areas.

- 2.8 There are some new advances in technology, which will help with tracking volumes and locations of users of the NTE that will assist with further improving deployment of resources and identification of hot spots to help manage out risk area.
- 2.9 This work will also link with the Windsor Visioning work to help develop a safe and attractive town for the benefits of residents and visitors and businesses.

### **3. KEY IMPLICATIONS**

- 3.1 Following the period of reduced or no NTE due to Covid, the activity levels in the three towns has continued to return since the final government restrictions for Covid safety purposes were lifted when the government published its Living with Covid strategy. Although overall levels may not yet have returned to the pre-pandemic levels, overall the numbers in all three towns have increased and are continuing to grow month on month within the seasonal norms of variation.
- 3.2 There has been a notable increase in the numbers of incidents that appear to be alcohol induced and there is a working assumption that this may be linked to the extended period when the NTE was closed due to the Covid Pandemic, and a significant number of younger people turned 18 years of age, who were in effect unable to join the NTE whilst it was closed. Once the restrictions were lifted there appears to have been a surge in re-establishing participation without a more gradual introduction to the participating in the NTE in a safe and managed manner.
- 3.3 A focus on reducing the levels of harm from alcohol has benefits that go beyond the benefits to the individual including reducing pressure on the health system, reducing the risk of violence against women and girls (VAWG), and the overall management of the dispersal of the large volumes of people particularly when the late NTE venues close, and the policing of these activities.
- 3.4 It is considered proactive and beneficial to develop an RBWM Strategy for the NTE so that the Borough is better placed to manage the expectations of residents, visitors, partners, and to improve the reputation of our town centres as safe and positive destinations for the public to visit. Developing a clear strategy will help everyone be clear about what it is the Borough can address and what it cannot. It will also set out the new areas that can be explored such as Purple Flag accreditation or other mechanisms that would help manage the impact of the NTE such as those tools and options the Licencing Panel have considered in outline, further details of which are outlined in para 3.8.
- 3.5 The Borough has a number of different roles to fulfil, including being: the Licencing Authority, the Planning Authority, the Trading Standards authority, having a leading role in an effective Community Safety Partnership, and managing the economic growth and regeneration of thriving town centres that are more sustainable, and attractive to residents and businesses. It also

includes the role as the Highways Authority, and for Environmental Protection purposes to address the infrastructure and wider community impacts.

- 3.6 The development of a Borough Strategy that is then used as the basis of actively engaging with partners is considered a proactive mechanism that will enable a shared vision with a set of objectives to be adopted and be the basis of an effective joint approach to tackling the various different aspects that having an evening and late NTE involves. From the multi-team RBWM Officer Working Group a draft 'Vision' has been identified with a series of 'Key Objectives', as the basis of the of the strategy, these are as follows:

**Vision** – To ensure RBWM's Evening and Late Night-Time Economies (E&LNTE) are thriving and a safe for all, securing and appropriate balance for residents, who live the central areas of our towns and for those who want to visit and enjoy the venues.

**Key Objectives**

- To support a thriving and high quality night time economy offer, which is enjoyed by a wide range of residents and visitors, whilst balancing the differing needs of local communities.
- To grow the local night time economy, supporting local businesses, without adverse implications and impact, and reflect the segmentation of the economy.
- To ensure safety – reducing anti-social behaviour and violence at night time in town centres – and prioritising feelings of safety among women, and those that work in the NTE.
- To facilitate and enable easy access to and from town centres at night – including minimising delays or risks that can arise from slow departures especially at the end of trading for the Late NTE.

Success measures for these key themes would be developed to reflect: strength of offer and footfall: spend and business turnover: levels of ASB and sexual assault, feelings of safety and noise complaints: transport arrangements and closing time management. These will be developed as the Strategy is agreed with partners.

**Table 2: Key Implications**

<b>Outcome</b>	<b>Unmet</b>	<b>Met</b>	<b>Exceeded</b>	<b>Significantly Exceeded</b>	<b>Date of delivery</b>
To have a clear and shared RBWM vision and strategy for our Night Time Economies (Evening and Late)	No vision and strategy agreed with key partners to address NTE issues	A vision and strategy agreed with key partners that address NTE issues	A vision and strategy agreed with key partners, that tackles NTE issues and promotes joint delivery	N/A	December 2022

<b>Outcome</b>	<b>Unmet</b>	<b>Met</b>	<b>Exceeded</b>	<b>Significantly Exceeded</b>	<b>Date of delivery</b>
To engage effectively with all key stakeholders to communicate the RBWM strategy and develop a joint approach to tackling the impacts of having thriving NTE.	No effective engagement with stakeholders on strategy	Effective engagement and communication on strategy	Effective engagement and communication that actively addresses key issues arising from the NTE	N/A	December 2022

- 3.7 The strategy needs to engage external partners. An internal multi-team officer working group has been looking at these issues and it is now considered essential to seek external engagement with: Residents, the NTE trade, other local businesses, Police, Health, the Voluntary Sector and others as necessary to secure a joined up approach. There has been some recent examples of closer community engagement and working together, between the Police, local residents, the Borough, local NTE Venue operators and others, which has demonstrated this joint approach can be very effective at identifying and tackling issues linked to the NTE in a way that secures better outcomes for all involved. This strategy seeks to build on that approach and recent success.
- 3.8 There are a number of difficult key issues that need to be considered in the detail of the strategy, and these do not have simple solutions but are core to tackling some of the negative consequences of the late NTE in particular. For example:
- Having a clear and transparent approach to what is the ‘Terminal Hour’ for the end of licensing in all venues, but which is still in line with the core Licensing Act 2003 objectives which are:
    - Prevention of crime and disorder,
    - Prevention of public nuisance,
    - Public Safety and
    - Protection of Children from harm
  - Consider if there should be any sort other licensing options that are above and beyond routine inspection and enforcement activity. There are three statutory provisions that licensing authorities can consider and

these are: a Late Night Levy (LNL), A Cumulative Impact Assessment (CIA) and an Early Morning Alcohol Restriction Order (EMRO). The April 2022 Licensing Panel received an options review report on these. Whilst these options do exist nationally for licensing authorities, there has been a very, very low take up and this is testimony to complex issues linked to them. The Licensing Panel Report outlines these issues in more detail.

- Adopting a wider 'Place' management approach, to enable a range of place-based factors to be taken into consideration, eg street lighting levels, parking and traffic management plans, Private Hire and Hackney Carriage drop off, collection and pick up points, safety of crowded places, noise separation zones, to reduce and tackle ASB, public space design in areas near to or adjacent to area of NTE use to design out the risk of crime or ASB.
- Identify what else can be done to contribute towards reducing the levels of Violence against Women and Girls, and contributing to the wider Serious Violence Reduction work that is part of the national government strategy to tackle serious violence and make Thames Valley a safer place.
- Working even more closely with the Police to track and record all incidents by type and location, and any specific links to licensed venues so that even more detail is available when license applications are made, or variation to existing licences are made, and help provide a stronger evidence based information set for the relevant consideration in connection to applications.

3.9 There is also an opportunity to link with the UK Shared Prosperity Fund, (UKSPF) see [UK Shared Prosperity Fund: prospectus - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/104424/UKSPF_prospectus.pdf) which is a scheme linked to the national government's Levelling Up agenda. There are three key investment priorities for this fund which are: Community and Place, Supporting Local Businesses and People and Skills. The £2.6 Billion fund has been allocated by formula for investment over the next three years. (2022/23 – 2024/25). Some initial work has been undertaken on how the limited RBWM allocation might be used, but further work is in hand to develop this detail.

#### **4. FINANCIAL DETAILS / VALUE FOR MONEY**

4.1 The NTE is starting to return towards the pre-Covid activity levels, but this remains variable and is still in recovery mode. Pre-Covid at a National level NTE generated £66 Billion to the UK economy (Source LGA 2019 Survey). This is 6% of GDP, and the directly involved employment represents 8% of employment nationally.

4.2 Absolute figures are not currently available for the local market place, but the RBWM equivalents indicate that due to the high volumes of accommodation and food services in the borough, the employment opportunities are higher locally than compared to the south east as a region and to England as a whole (9.6% vs 7.7%). At the present time employment opportunity demand

continues to outstrip supply and a number of businesses have been unable to re-open fully post Covid restrictions, as there are insufficient people wanting to return to this employment sector. Work is ongoing to look at how older age employees who may be choosing not to be employed, could be attracted back into the sector to help address this shortfall in supply.

- 4.3 The impact of Covid on the NTE over the 2020 – 2022 period was very significant with national restrictions preventing venues from operation for significant periods during the periods of lock down. However, since the removal of restrictions the NTE has seen a steady re-growth and although still mixed, activity levels have in some venues returned towards pre Covid levels, although the age cohort attending venues appears to have become younger, with an increase in 18-23 age compared to the previous dominant cohort which was the 23-29 age group.
- 4.4 Further work is needed to identify the costs of seeking external accreditation schemes such as Purple Flag Accreditation, or other licensing controls, and it should also be noted that the E&LNTE sector are currently benefiting from a government based Business Rate Subsidy scheme which is currently due to end in March 2023, such that any proposals to introduce new charges is likely to be very market sensitive and not welcomed by the business, and some may find any increase the final straw and create greater risks of business closure..
- 4.5 The strategy development will require active engagement with Partners, much of this can be done through existing teams and resources. However more detailed work is needed to develop the wider financial implications of individual strands to address the issues outlined.
- 4.6 It is proposed that Officers develop Capital Bids for the next three years to link with the UPSPF allocations that would link to the Councils agreed capital strategy and corporate plan and seek to utilise both S106 and CIL opportunities where appropriate, in order to improve the infrastructure which is needed in and adjacent to the key NTE focal points in the three main towns. This will need to align with the councils budget setting process

## **5. LEGAL IMPLICATIONS**

- 5.1 The Authority has as a number of different statutory roles as outlined in para 3.5. Tackling some of the issues that relate to the licensing activities of venues and related operations such as Private Hire Vehicles and Hackney Carriages will need to be in accordance with the relevant legislation and legal frameworks, and the options referenced in para 3.8 are complex, and likely to receive significant push back from licensed venues who would be impacted by these measures.
- 5.2 At the present time there are a few LNLs but no EMROs in place across the country, and this is indicative of the complexity of the issues involved, and the difficulty in assimilating the necessary evidence base that each of these controls needs to be built upon. It is expected that if the authority were to progress with any of these specific options, some external experts would be required to support the work of in-house teams who have a role but do not have the capacity to undertake the more detailed collection and assimilation needed to inform a decision paper on such matters.



## **6. RISK MANAGEMENT**

- 6.1 The approach being recommended in this report seeks to secure active engagement with all the relevant parties, but at the same time making it clear to residents in particular, that the Borough is seeking to manage the complex issues that having thriving and vibrant night time economies in the borough's town centres brings.
- 6.2 It is expected that that the local businesses who are most directly impacted by the NTE will take a very close interest in the evolution and focus of a multi-agency strategy that the Borough's approach seeks to develop. The industry as a whole is likely to challenge significant change if that were to be the outcome from the further work to look at how to address the negative impacts that generally are the reasons when the NTE is not universally welcomed by all.

## **7. POTENTIAL IMPACTS**

- 7.1 Equalities. Equality Impact Assessments are published on the [council's website](#). A screening EqIA Form has been completed and is included as Appendix 1. A part of the strategy outlined in this report is to seek to engage with all the relevant parties, some of whom will be in favour of promoting and developing the NTE whilst others will favour more restrictions to seek to reduce or eliminate the negative consequences of the NTE in our town centres.
- 7.2 Climate change/sustainability. The development of the NTE strategy will look at how the NTE can contribute towards the town centres being more sustainable. The wide ranging positive and negative impacts of the NTE include, employment, transport, energy utilisation and how these can be tackled in a way to support the Council adopted position with respect to the climate emergency.
- 7.3 Data Protection/GDPR. No personal data is being processed as a result of this report.

## **8. CONSULTATION**

- 8.1 Recommendation i.) will seek to make it clear that the Council wishes to address the unintended impacts that the NTE has within the legal and legislative frameworks that it must follow to fulfil its statutory roles, and Recommendation ii.) seeks views on the draft Vision and key objectives for an RBWM NTE Strategy. Recommendation iii) seeks to recognise there are a number of different parties who will have views on this issue, but the borough will be actively seeking their input in order to inform the overall outcome. Recommendation iv) seeks agreement to develop further capital bids and to explore support for other funding opportunities.

## **9. TIMETABLE FOR IMPLEMENTATION**

- 9.1 Implementation date if not called in: The full implementation stages are set out in table 3.

**Table 3: Implementation timetable**

<b>Date</b>	<b>Details</b>
25/08/2022	Consideration by Cabinet
Sept to December 2022	Engagement with the various partners and related residents and business on the strategic ambition to address the impacts of the NTE
January 2023	Provide an update to Cabinet on the response to the strategic approach being taken with partners and others.

## 10. APPENDICES

10.1 This report is supported by one appendix:

- Appendix A – Equality Impact Assessment Screening

## 11. BACKGROUND DOCUMENTS

11.1 This report is supported by one background document:

- Licensing Panel [report](#) - Dealing with the Night Time Economy – Licensing Options: 19 April 2022

## 12. CONSULTATION

<b>Name of consultee</b>	<b>Post held</b>	<b>Date sent</b>	<b>Date returned</b>
<i>Mandatory: Statutory Officers (or deputies)</i>			
Adele Taylor	Executive Director of Resources/S151 Officer	26/07/22	<b>28/07/22</b>
Emma Duncan	Deputy Director of Law and Strategy / Monitoring Officer	26/07/22	<b>27/07/22</b>
<i>Deputies:</i>		26/07/22	
Andrew Vallance	Head of Finance (Deputy S151 Officer)	26/07/22	<b>28/7/22</b>
Elaine Browne	Head of Law (Deputy Monitoring Officer)	26/07/22	<b>28/7/22</b>
Karen Shepherd	Head of Governance (Deputy Monitoring Officer)	26/07/22	<b>28/7/22</b>
<i>Mandatory: Procurement Manager (or deputy) - if report requests approval to award, vary or extend a contract</i>			
Lyn Hitchinson	Procurement Manager		
<i>Other consultees:</i>			
<i>Directors (where relevant)</i>			
Duncan Sharkey	Chief Executive	26/07/22	

Andrew Durrant	Executive Director of Place	19/07/22	20/07/22
Kevin McDaniel	Executive Director of Children's Services		
<i>Heads of Service (where relevant)</i>			
<i>Rebecca Hatch</i>	Head of Strategy	9/8/22	
<i>External (where relevant)</i>			
N/A			

Confirmation relevant Cabinet Member(s) consulted	Cllr David Cannon – Cabinet Member for Anti-Social Behaviour, Crime and Public Protection	Yes
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## REPORT HISTORY

Decision type:	Urgency item?	To follow item?
Key decision - First entered into the Cabinet Forward Plan: June 2022	No	No

Report Author: David Scott – Head of Communities 07710 352 095
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# ROYAL BOROUGH OF WINDSOR AND MAIDENHEAD

## EQUALITY IMPACT ASSESSMENT

### EqlA : Night Time Economy Strategy EQIA

#### Essential information

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

Strategy	x	Policy		Plan		Project		Service/Procedure	
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Responsible officer	David Scott	Service area	Communities	Directorate	Place
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<b>Stage 1: EqlA Screening (mandatory)</b>	Date created: 18/07/2022	<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): David Scott – Head of Communities

Dated: 10/08/2022

# ROYAL BOROUGH OF WINDSOR AND MAIDENHEAD

## EQUALITY IMPACT ASSESSMENT

### EqlA : Night Time Economy Strategy EQIA

#### **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.

# ROYAL BOROUGH OF WINDSOR AND MAIDENHEAD

## EQUALITY IMPACT ASSESSMENT

### EqlA : Night Time Economy Strategy EQIA

#### Stage 1 : Screening (Mandatory)

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

A report to Cabinet to seek to publicly confirm the proposed approach to developing a Night Time Economy Strategy for RBWM, to be used to make the approach being adopted to tackle the impacts of the NTE and to engage with delivery partners, residents, businesses and others as necessary public, and develop an approach that will seek to minimise the adverse impacts of the evening and late Night Time Economy.

**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 : Night Time Economy Strategy EQIA

Protected characteristics	Relevance	Level	Positive/negative	Evidence
<b>Age</b>	Yes	Low	Positive	<p>The strategy will seek to consider how any changes in the profile of users of the NTE may need to be taken into account when developing the strategy outcomes.</p> <p>The NTE is more likely to impact on younger adults, those either working or participating and visiting the NTE venues. This age cohort is predominantly in the 18 - 40 year olds.</p> <p>Key data: The estimated median age of the local population is 42.6yrs [Source: <a href="#">ONS mid-year estimates 2020</a>]. An estimated 20.2% of the local population are aged 0-15, and estimated 61% of the local population are aged 16-64yrs and an estimated 18.9% of the local population are aged 65+yrs. [Source: ONS mid-year estimates 2020, taken from <a href="#">Berkshire Observatory</a>]</p>
<b>Disability</b>	Yes	Low	Positive	<p>The strategy will seek to consider how disability of users of the NTE may need to be taken into account when developing the strategy outcomes. Access to venues and all related infrastructure (including transport) will need to be taken in to consideration as the strategy emerges. Some disabilities may result in those persons being more vulnerable to risks of discrimination.</p>
<b>Gender re-assignment</b>	Yes	Low	Positive	<p>There is some established evidence that indicates that Trans young adults may be subject to increased levels of discrimination. The strategy will need to seek to address this risk.</p>
<b>Marriage/civil partnership</b>	No			
<b>Pregnancy and maternity</b>	No			

# ROYAL BOROUGH OF WINDSOR AND MAIDENHEAD

## EQUALITY IMPACT ASSESSMENT

### EqlA : Night Time Economy Strategy EQIA

<b>Race</b>	Yes	Low	Positive	<p><i>The strategy will seek to consider how any issues of race for users of the NTE may need to be taken into account when developing the strategy outcomes. Users of the NTE are drawn from a broad demographic mix and the strategy will seek to ensure there is no discrimination with respect to Race.</i></p> <p><i>Key data: The 2011 Census indicates that 86.1% of the local population is White and 13.9% of the local population is BAME. The borough has a higher Asian/Asian British population (9.6%) than the South East (5.2%) and England (7.8%). The forthcoming 2021 Census data is expected to show a rise in the BAME population. [Source: 2011 Census, taken from <a href="#">Berkshire Observatory</a>]</i></p>
<b>Religion and belief</b>	Yes	Low	Positive	<p><i>There are a number religions and faiths who either do not allow the consumption of alcohol or who will have other cultural beliefs which may reduce the participation the NTE by these members of society.</i></p> <p><i>The strategy will need to seek to facilitate an inclusive offer for those who may not wish to consume alcohol but still want to be able to participate in the NTE</i></p> <p><i>Key data: The 2011 Census indicates that 62.3% of the local population is Christian, 21.7% no religion, 3.9% Muslim, 2% Sikh, 1.8% Hindu, 0.5% Buddhist, 0.4% other religion, and 0.3% Jewish. [Source: 2011 Census, taken from <a href="#">Berkshire Observatory</a>]</i></p>



# ROYAL BOROUGH OF WINDSOR AND MAIDENHEAD

## EQUALITY IMPACT ASSESSMENT

### EqlA : Night Time Economy Strategy EQIA

<b>Sex</b>	Yes	Medium	Positive	<p><i>The strategy will seek to consider how any changes to the operation and delivery of the NTE may need to be taken into account when developing the strategy outcomes, in particular with respect to reducing or preventing Violence against Women and Girls.</i></p> <p><i>There is clear evidence that men are at greater risk of physical assault and women are at greater risk of sexual assault linked to the NTE, the strategy will need to seek to eliminate this differential and reduce both types of assault overall.</i></p> <p><i>Key data: In 2020 an estimated 49.6% of the local population is male and 50.4% female. [Source: ONS mid-year estimates 2020, taken from <a href="#">Berkshire Observatory</a>]</i></p>
<b>Sexual orientation</b>	Yes	Low	Positive	<p>There is some established evidence that indicates that LGBT+ young adults may be subject to increased levels of discrimination. The strategy will need to seek to address this risk, and this will include enabling venues to be safe spaces for minority groups from the LGBT+ community.</p>

#### Outcome, action and public reporting

# ROYAL BOROUGH OF WINDSOR AND MAIDENHEAD

## EQUALITY IMPACT ASSESSMENT

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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
Was a significant level of negative impact identified?	No			
Does the strategy, policy, plan etc require amendment to have a positive impact?	Not at this stage.			

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).

#### Stage 2 : Full assessment

##### 2.1 : Scope and define

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**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.**

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**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**

# ROYAL BOROUGH OF WINDSOR AND MAIDENHEAD

## EQUALITY IMPACT ASSESSMENT

### EqlA : Night Time Economy Strategy EQIA

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					

**Advance equality of opportunity**

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Disability					
Gender reassignment					
Marriage and civil partnership					
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Race					
Religion and belief					
Sex					
Sexual orientation					

# ROYAL BOROUGH OF WINDSOR AND MAIDENHEAD

## EQUALITY IMPACT ASSESSMENT

### EqlA : Night Time Economy Strategy EQIA

#### 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.
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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.*

**ROYAL BOROUGH OF WINDSOR AND MAIDENHEAD**

**EQUALITY IMPACT ASSESSMENT**

**EqIA : Night Time Economy Strategy EQIA**