

Appendix C: Equality Impact Assessment (EqIA) for SDL Community Facility, North Wokingham Matthewsgreen

Date: 17/01/2018	Scheduled refresh date: None	Version: V1
Service: Community Services	Completed by: Rebecca Bird	Signed-off by: Andy Glencross
What key decision activity are you completing this EqIA for?		
Policy/Strategy <input type="checkbox"/>	Decision <input checked="" type="checkbox"/>	Service <input type="checkbox"/>

STAGE 1: INITIAL SCREENING		
1.1: Did you answer yes to any question in the EqIA Criteria Checklist? <i>(Source: EqIA Criteria Checklist, Appendix B, EqIA Guidance)</i>	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>
<p><i>If yes, please complete the template.</i> <i>If no, please provide an explanation below of why an EqIA is not required for the policy, function or service work you are implementing.</i></p> <p>Click or tap here to enter text.</p>		
1.2: What are the aims and objectives of the policy/strategy, decision or service?		
To approve in principal a provider for the new community centre at Matthewsgreen, North Wokingham.		

STAGE 2: SCOPE AND DEFINE		
2.1: Who are the main beneficiaries of the policy, decision or service?		
<p><i>List the groups the work is targeted or aimed at.</i></p> <p><i>Residents in and around Matthewsgreen, North Wokingham, and more generally residents across the borough.</i></p>		
2.2: Who has been involved in the creation of the policy, decision or service? Who will it impact?		
<p><i>E.g. focus groups, interviews, staff, service users. Also identify any groups, in addition to the main beneficiaries, the work may impact</i></p> <p>The following have been involved: the North Wokingham Community Forum, Kings Church Wokingham, officers in Environment, Children's Services, Property. The main beneficiaries are the residents in and around North Wokingham.</p>		

STAGE 3: INFORMATION GATHERING/EVIDENCE		
3.1: What Secondary Data did you use in the creation of this EqIA?		
<p><i>Secondary data is data collected by someone other than the user. Common sources of secondary data for social science include censuses, organizational records and data collected through qualitative methodologies or qualitative research)</i></p> <p><i>The Shaping Our New Communities Strategy</i></p>		
3.2: What Primary data did you use in the creation of this EqIA?		
<p><i>Primary data is data collected by the investigator conducting the research, for example data collected through consultation, questionnaires or focus groups</i></p> <p>Consultations during the production of the Core Strategy which set out the need for the community centre, the Examination in Public of the Core Strategy; further consultations with community groups and residents to form the SONC; ongoing engagement by community forums</p>		

STAGE 4: ASSESSING THE IMPACT		
<i>Please complete the impact assessment table below by identifying any function or service that is likely to touch on any of the 3 main duties of the Equality Act 2010, then select the protected characteristic that maybe effected by the decision.</i>		
STAGE 5: ADDRESSING THE ISSUES		

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Once you have identified the impacts, please consider ways to tackle each of the negative impacts identified in order to mitigate them by completing the mitigation section of the table.

4 & 5: IMPACT ASSESSMENT AND ACTION PLAN

Consider the 3 main duties set out in the Equality Act 2010

1. Eliminate discrimination, harassment, victimisation and other conduct that is prohibited under the Act
2. Advance equality of opportunity between persons who share relevant protected characteristics and persons who do not share it
3. Foster good relations between persons who share a relevant protected characteristic and persons who do not share it

Protected Characteristics	IMPACT ASSESSMENT			MITIGATION			
	(+ve / 0 / -ve)	Nature/Explanation	Main Duty (1-3)	Action required	Who is responsible?	By when?	Expected outcome
Race	+	The community centre will be open to all residents regardless of race. Any future contract awarded for management of the facility will place a requirement on the provider to actively meet Duties 1, 2 and 3.	1, 2, 3	None			
Disability	+	The community centre will be open to all residents regardless of disability. The building will be built to meet current building regulation requirements relating to accessibility and will provide drop pavements, automatic doors and ramps to support wheelchair access. Accessible toilet and changing facilities will be provided within the site. Hearing aid induction loops will be provided within the site. A lift is provide to support access between floors. Steps and other high risk trips area will have high contrast floor coverings to minimise risk for the visually impaired. vehicle, cycle and pedestrian access strategy including parking and drop off facilities has been designed to comply with Equalities Act 2010 requirements. Any future contract awarded for management of the facility will place a requirement on the provider to actively meet Duties 1, 2 and 3.	1, 2, 3	None			

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Gender	+	The community centre will be open to all residents regardless of gender. Any future contract awarded for management of the facility will place a requirement on the provider to actively meet Duties 1, 2 and 3.	1, 2, 3	None			
Age	+	The community centre will be open to all residents regardless of age. Any future contract awarded for management of the facility will place a requirement on the provider to actively meet Duties 1, 2 and 3.	1, 2, 3	None			
Sexual orientation	+	The community centre will be open to all residents regardless of sexual orientation. Any future contract awarded for management of the facility will place a requirement on the provider to actively meet Duties 1, 2 and 3.	1, 2, 3	None			
Religion/ belief	+	The community centre will be open to all residents regardless of, religion/belief. The facility will be used as a community centre six days a week. On Sundays, Kings Church Wokingham will have exclusive use of the facility. Any future contract awarded for management of the facility will place a requirement on the provider to actively meet Duties 1, 2 and 3.	1, 2, 3	None			
Gender Reassignment	+	The community centre will be open to all residents regardless of gender reassignment. Any future contract awarded for management of the facility will place a requirement on the provider to actively meet Duties 1, 2 and 3.	1, 2, 3	None			
Pregnancy and maternity	+	The community centre will be open to all residents regardless of pregnancy/maternity. Baby changing facilities will be provided on site. Drop pavements, ramps and automatic doors will be provided to accommodate strollers. Any future contract	1, 2, 3	None			

		awarded for management of the facility will place a requirement on the provider to actively meet Duties 1, 2 and 3.				
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STAGE 6: REVIEW & SCRUTINY

6.1: Has your EqlA been considered at your service’s Management Team for discussion?

Yes No If yes, date of meeting: 17/01.18

**6.2: After discussion with Management Teams, list comments, criticisms or alternative approaches suggested regarding the impacts and actions of the policy/strategy, decision or service.
What changes, if any, have been taken following discussion with your service Management Team?**

The nature/explanation section has been refined based on suggestions at the management team meeting.

STAGE 7: PUBLICATION AND COMMUNICATION OF RESULTS

7.1: How will the assessment, consultation and outcomes be published and communicated?

This assessment and the Executive Report will be published on the Council’s website.

STAGE 8: EMBEDDING ACTIONS INTO DELIVERY PLANS

8.1: Has your delivery plan been updated to incorporate the activities identified in the EqlA to mitigate any negative impacts that you have discovered?

These could be service, equality, project or other delivery plans.
Note: 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.

No negative impacts

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