

Equality Impact Assessment - Stage One

We need to ensure that our strategies, policies, functions and services, current and proposed have given due regard to equality and diversity as set out in the Public Sector Equality Duty (Section 149 of the Equality Act), which states:

- “(1) A public authority must, in the exercise of its functions, have due regard to the need to:**
- (a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act;**
 - (b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it; This includes the need to:**
 - (i) remove or minimise disadvantages suffered by persons who share a relevant protected characteristic that are connected to that characteristic;**
 - (ii) take steps to meet the needs of persons who share a relevant protected characteristic that are different from the needs of persons who do not share it;**
 - (c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it, with due regard, in particular, to the need to be aware that compliance with the duties in this section may involve treating some persons more favourably than others.**
- (2) The steps involved in meeting the needs of disabled persons that are different from the needs of persons who are not disabled include, in particular, steps to take account of disabled persons' disabilities.**
- (3) Compliance with the duties in this section may involve treating some persons more favourably than others.”**

The following list of questions may help to establish whether the decision is relevant to equality:

- Does the decision affect service users, employees or the wider community?
- (The relevance of a decision to equality depends not just on the number of those affected but on the significance of the impact on them)
- Is it likely to affect people with particular protected characteristics differently?
- Is it a major policy, or a major change to an existing policy, significantly affecting how functions are delivered?
- Will the decision have a significant impact on how other organisations operate in terms of equality?
- Does the decision relate to functions that engagement has identified as being important to people with particular protected characteristics?
- Does the decision relate to an area with known inequalities?
- Does the decision relate to any equality objectives that have been set by the council?

Please complete the following questions to determine whether a full Stage Two, Equality Impact Assessment is required.

What is the proposed decision that you are asking the Executive to make:	To agree the proposed response to the Government's consultation on the Draft Airports National Policy Statement (NPS) which includes support for the Heathrow Northwest Runway Scheme.
Summary of relevant legislation:	The Airports National Policy Statement is presented to Parliament pursuant to Section 9(2) of the Planning Act 2008
Does the proposed decision conflict with any of the Council's key strategy priorities?	There is no conflict.
Name of assessor:	Jenny Graham
Date of assessment:	20.03.2017

Is this a:		Is this:	
Policy	Yes/No	New or proposed	Yes/No
Strategy	Yes/No	Already exists and is being reviewed	Yes/No
Function	Yes/No	Is changing	Yes/No
Service	Yes/No		

1. What are the main aims, objectives and intended outcomes of the proposed decision and who is likely to benefit from it?	
Aims:	To reinforce the Council's position in relation to additional airport capacity in the south east (established in 2014) and to engage with the Government's consultation on the Draft Airports National Policy Statement.
Objectives:	To support the Draft NPS and the delivery of a new Northwest Runway at Heathrow.
Outcomes:	To see the approval of the Airports NPS which will become the framework against which any development consent application will be assessed.
Benefits:	The selection of Heathrow to provide the necessary additional capacity in air travel will be positive for the economy of West Berkshire. This is due to our location in the Thames Valley Region and proximity to an improved Heathrow which will increase the attractiveness for businesses to locate in the District bringing the associated benefits in terms of

employment.

2. Note which groups may be affected by the proposed decision. Consider how they may be affected, whether it is positively or negatively and what sources of information have been used to determine this.

(Please demonstrate consideration of all strands – Age, Disability, Gender Reassignment, Marriage and Civil Partnership, Pregnancy and Maternity, Race, Religion or Belief, Sex and Sexual Orientation.)

Group Affected	What might be the effect?	Information to support this
Age	Please see further comments below.	
Disability		
Gender Reassignment		
Marriage and Civil Partnership		
Pregnancy and Maternity		
Race		
Religion or Belief		
Sex		
Sexual Orientation		

Further Comments relating to the item:

The Airports NPS has been informed by an Interim Equality Impact Assessment, which was published alongside the Airports NPS.

Under the Equality Act 2010, public bodies have a statutory duty to ensure race, disability and equality are considered in the exercise of their functions. The Interim Equality Impact Assessment considered the potential equalities implications of airport expansion, including the effect on persons or groups of persons who share certain characteristics protected by the Equality Act 2010. The Interim Equality Impact Assessment concludes that all of the shortlisted schemes will have effects on these groups, but that such effects can be managed and can ultimately be within appropriate limits. The Airports NPS requires that final impacts on affected groups should be the subject of a detailed review, carefully designed through engagement with the local community, and approved by the Secretary of State. It should be possible to fully or partially mitigate negative equalities impacts through good design, operations and mitigation plans.

3. Result

Are there any aspects of the proposed decision, including how it is delivered or accessed, that could contribute to inequality?

Yes/No

Please provide an explanation for your answer:

The Council's decision to support the proposal for airport expansion at Heathrow is not considered to have a different impact on the residents of West Berkshire in relation to Age, Disability, Gender Reassignment, Marriage and Civil Partnership, Pregnancy and Maternity, Race, Religion or Belief, Sex and Sexual Orientation.

Will the proposed decision have an adverse impact upon the lives of people, including employees and service users?

Yes/No

Please provide an explanation for your answer:

Support for Heathrow will have a positive effect on the West Berkshire economy. Due to the distance of our District from Heathrow, any negative impacts arising from the construction works or increased flights are not considered to have a direct impact on West Berkshire. In terms of the communities more directly affected, the Government has carried out an Interim Equality Impact Assessment and there will be a detailed assessment carried out as part of the detailed plans for Heathrow expansion.

If your answers to question 2 have identified potential adverse impacts and you have answered 'yes' to either of the sections at question 3, or you are unsure about the impact, then you should carry out a Stage Two Equality Impact Assessment.

If a Stage Two Equality Impact Assessment is required, before proceeding you should discuss the scope of the Assessment with service managers in your area. You will also need to refer to the [Equality Impact Assessment guidance and Stage Two template](#).

4. Identify next steps as appropriate:

Stage Two required	No
Owner of Stage Two assessment:	n/a
Timescale for Stage Two assessment:	n/a

Name: Jenny Graham

Date: 20.03.2017

Please now forward this completed form to Rachel Craggs, Principal Policy Officer (Equality and Diversity) (rachel.craggs@westberks.gov.uk), for publication on the WBC website.