

Central and Eastern Berkshire

Joint Minerals & Waste Plan

Equalities Impact Assessment

June 2018



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**WOKINGHAM
BOROUGH COUNCIL**

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**Prepared by Hampshire
Services**

Hampshire County Council

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Name of Policy, Strategy or Function:	Joint Minerals and Waste Plan (Draft Plan)
Version and release date of item (if applicable)	Draft Plan (June 2018)
Name of assessors:	Sophie Cardinal / Mike Culver
Date of assessment	23/02/2018

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

Aims, Objectives and intended Outcomes of the Joint Minerals and Waste Plan

Aims:	<p>The Joint Minerals and Waste Plan will set out the strategic policies for minerals and waste development within Central and Eastern Berkshire, which encompasses the administrative areas of Bracknell Forest Council, Reading Borough Council, the Royal Borough of Windsor and Maidenhead, and Wokingham Borough Council, hereon referred to as the Joint Central and Berkshire authorities.</p> <p>The Vision for the Plan states that “Recognising the importance of the area as a source of minerals, Central and Eastern Berkshire will aim to ensure the maintenance of a steady and adequate supply of minerals, whilst maximising the contribution that minerals development can bring to local communities, the economy and the natural environment.</p> <p>Waste will be managed in a sustainable way, in accordance with the waste hierarchy. We will work in collaboration with others to ensure the best environmental solution to waste management is delivered.</p> <p>The Plan will also ensure that the full extent of social, economic and environmental benefits of minerals and waste development are captured, contributing to the area’s economic activity and enhancing quality of life and living standards within the area, whilst minimising impacts on the natural environment.”</p>
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Objectives:	<p>The Plan Objectives are:</p> <ol style="list-style-type: none">1) To strike a balance between the demand for mineral resources, waste treatment and disposal facilities and the need to protect the quality of life for communities, the economy and the quality and diversity of environmental assets, by protecting the environment and local communities from negative impacts;2) To protect community health, safety and amenity in particular by managing traffic impacts, minimising the risk from flooding, ensuring sustainable, high quality and sensitive design and layout, sustainable construction methods, good working practices and imposing adequate separation of minerals and waste development from residents by providing appropriate screening and/or landscaping and other environmental protection measures;3) To ensure minerals and waste development makes a positive contribution to the local and wider environment, and biodiversity, through the protection and creation of high quality, resilient habitats and ecological networks and landscapes that provide opportunities for enhanced biodiversity and geodiversity and contribute to the high quality of life for present and future generations;4) To help mitigate the causes of, and adapt to, climate change by; developing appropriate restoration of mineral workings; prioritising movement of waste up the waste hierarchy; reducing the reliance on landfill; maximising opportunities for the re-use and recycling of waste; and facilitating new technologies to maximise the renewable energy potential of waste as a resource;5) To encourage engagement between developers, site operators and communities so there is an understanding of respective needs. To consider the restoration of mineral sites at the beginning of the proposal to ensure progressive restoration in order to maximise environmental gains and benefits to local communities through appropriate after uses that reflect local circumstance and landscape linkages;6) To support the continued economic growth in Central & Eastern Berkshire, as well as neighboring economies by helping to deliver a steady and adequate supply of environmentally acceptable primary
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	<p>minerals and mineral-related products to support new development and key infrastructure projects locally through safeguarding mineral resources and allocating key sites;</p> <p>7) To ensure sufficient primary aggregate is supplied to the construction industry from appropriately located and environmentally acceptable sources achieving a net reduction in ‘mineral miles’. To encourage the production and use of good quality secondary and recycled aggregates, having regard to the principles of sustainable development;</p> <p>8) To protect key mineral resources from the unnecessary sterilisation by other forms of development, and safeguarding existing minerals and waste infrastructure, to ensure a steady and adequate supply of minerals and provision of waste management facilities in the future;</p> <p>9) To safeguard facilities for the movement of minerals and waste by rail and encouraging the use of other non-road modes where these are available and more sustainable;</p> <p>10) To drive waste treatment higher up the waste hierarchy and specifically to increase the re-use, recycling and recovery of materials, whilst minimising the quantities of residual waste requiring final disposal;</p> <p>11) To encourage a zero waste economy whereby landfill is virtually eliminated (excluding inert materials) by providing for increased recycling and waste recovery facilities including energy recovery; and</p> <p>12) To achieve a net reduction in ‘waste miles’ by delivering adequate capacity for managing waste as near as possible to where it is produced.</p>
Outcomes:	Delivery of the Joint Minerals and Waste Plan will guide development of minerals and waste sites over the plan period to 2036.
Benefits:	The Joint Minerals and Waste Plan is being positively prepared to guide development of minerals and waste sites in Central and Eastern Berkshire to 2036. This will provide developers, land owners and members of the public certainty as to where sites are likely to be developed as well as setting out the criteria by which sites will be assessed when considering whether it would be appropriate to grant planning permission.

Equalities Impact Assessment (EqIA)

The overarching impacts of the Plan were subject to an EqIA as part of the Issues and Options Consultation in 2017 where different customer groups and possible improvements were explored. The EqIA undertaken in 2017 is attached in Appendix 1.

This EqIA at the Draft Plan stage of the development of the Central and Eastern Berkshire - Joint Minerals and Waste Plan now also considers equalities impacts against the proposed policies and sites identified within the Draft Plan.

Assessment of Likely Effects					
No Impact	0	Positive Impact	+	Negative Impact	-

The Plan: Joint Minerals and Waste Plan (Draft Plan)		
Group Affected	Likely Effects	Comment
Age	0	No adverse or positive impacts on any people in particular age groups have been identified as likely to result from the Plan. It is not considered that the Plan would be discriminatory to any people in particular age groups.
Disability	0	No adverse or positive impacts on any people with particular disabilities have been identified as likely to result from the Plan. It is not considered that the Plan would be discriminatory to any people with any particular disabilities.
Faith	0	No adverse or positive impacts on any people of particular faiths have been identified as likely to result from the Plan. It is not considered that the Plan would be discriminatory to any people of particular faiths.
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Low or no income	0	No adverse or positive impacts on any people in particular low or no income groups have been identified as likely to result from the Plan. It is not considered that the Plan would be discriminatory to any people in particular low or no income groups.

The Individual Policies of the Plan

Policy: Sustainable minerals development strategy (M1)		
Group Affected	Likely Effects	Comment
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Policy: Safeguarding sand and gravel resources (M2)		
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Policy: Sand and gravel supply (M3)		
Group Effected	Likely Effects	Comment
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Policy: Locations for sand and gravel extraction (M4)		
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Policy: Supply of recycled and secondary aggregates (M5)		
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Policy: Chalk and clay (M6)		
Group Affected	Likely Effects	Comment
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Policy: Aggregate wharves and rail depots (M7)		
Group Affected	Likely Effects	Comment
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Policy: Safeguarding minerals infrastructure (M8)		
Group Effected	Likely Effects	Comment
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Policy: Sustainable waste development strategy (W1)		
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Policy: Safeguarding of waste management facilities (W2)		
Group Effected	Likely Effects	Comment
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Policy: Waste capacity requirements (W3)		
Group Affected	Likely Effects	Comment
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Policy: Locations and sites for waste management (W4)		
Group Affected	Likely Effects	Comment
Age	0	No adverse or positive impacts on any people in particular age groups have been identified as likely to result from the Plan. It is not considered that the Plan would be discriminatory to any people in particular age groups.
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Policy: Reworking landfills (W5)		
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Policy: Sustainable Development (DM1)		
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Policy: Climate Change – Mitigation and Adaption (DM2)		
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Policy: Protection of Habitats and Species (DM3)		
Group Affected	Likely Effects	Comment
Age	0	No adverse or positive impacts on any people in particular age groups have been identified as likely to result from the Plan. It is not considered that the Plan would be discriminatory to any people in particular age groups.
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Race	0	No adverse or positive impacts on any people of any particular race have been identified as likely to result from the Plan. It is not considered that the Plan would be discriminatory to any people of a particular race.

Gay, Lesbian, Bisexual, Transgender	0	No adverse or positive impacts on any person who is gay, lesbian, bisexual or transgender have been identified as likely to result from the Plan. It is not considered that the Plan would be discriminatory to any people who are gay, lesbian, bisexual or transgender.
Low or no income	0 to +	No adverse impacts on any people in particular low or no income groups have been identified as likely to result from the Plan. It is not considered that the Plan would be discriminatory to any people in particular low or no income groups. However, it is possible that those from low or no income groups may benefit from this policy through protecting and/or enhancing access to greenspace they otherwise would not have received.

Policy: Protection of Designated Landscape (DM4)		
Group Affected	Likely Effects	Comment
Age	0	No adverse or positive impacts on any people in particular age groups have been identified as likely to result from the Plan. It is not considered that the Plan would be discriminatory to any people in particular age groups.
Disability	0	No adverse or positive impacts on any people with particular disabilities have been identified as likely to result from the Plan. It is not considered that the Plan would be discriminatory to any people with any particular disabilities.
Faith	0	No adverse or positive impacts on any people of particular faiths have been identified as likely to result from the Plan. It is not considered that the Plan would be discriminatory to any people of particular faiths.
Gender	0	No adverse or positive impacts on any people of a particular gender have been identified as likely to result from the Plan. It is not considered that the Plan would be discriminatory to any people of any particular gender.
Race	0	No adverse or positive impacts on any people of any particular race have been identified as likely to result from the Plan. It is not considered that the Plan would be discriminatory to any people of a particular race.
Gay, Lesbian, Bisexual, Transgender	0	No adverse or positive impacts on any person who is gay, lesbian, bisexual or transgender have been identified as likely to result from the Plan. It is not considered that the Plan would be discriminatory to any people who are gay, lesbian, bisexual or transgender.

Low or no income	0 to +	No adverse impacts on any people in particular low or no income groups have been identified as likely to result from the Plan. It is not considered that the Plan would be discriminatory to any people in particular low or no income groups. However, it is possible that those from low or no income groups may benefit from this policy through protecting and/or enhancing access to greenspace they otherwise would not have received.
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Policy: Protection of the Countryside (DM5)		
Group Affected	Likely Effects	Comment
Age	0	No adverse or positive impacts on any people in particular age groups have been identified as likely to result from the Plan. It is not considered that the Plan would be discriminatory to any people in particular age groups.
Disability	0	No adverse or positive impacts on any people with particular disabilities have been identified as likely to result from the Plan. It is not considered that the Plan would be discriminatory to any people with any particular disabilities.
Faith	0	No adverse or positive impacts on any people of particular faiths have been identified as likely to result from the Plan. It is not considered that the Plan would be discriminatory to any people of particular faiths.
Gender	0	No adverse or positive impacts on any people of a particular gender have been identified as likely to result from the Plan. It is not considered that the Plan would be discriminatory to any people of any particular gender.
Race	0	No adverse or positive impacts on any people of any particular race have been identified as likely to result from the Plan. It is not considered that the Plan would be discriminatory to any people of a particular race.
Gay, Lesbian, Bisexual, Transgender	0	No adverse or positive impacts on any person who is gay, lesbian, bisexual or transgender have been identified as likely to result from the Plan. It is not considered that the Plan would be discriminatory to any people who are gay, lesbian, bisexual or transgender.
Low or no income	0 to +	No adverse impacts on any people in particular low or no income groups have been identified as likely to result from the Plan. It is not considered that the Plan would be discriminatory to any people in particular low or no income groups. However, it is possible that those from low or no income groups may benefit from this policy through protecting and/or enhancing access to greenspace they otherwise would not have received.

Policy: Green Belt (DM6)		
Group Effectuated	Likely Effects	Comment
Age	0	No adverse or positive impacts on any people in particular age groups have been identified as likely to result from the Plan. It is not considered that the Plan would be discriminatory to any people in particular age groups.
Disability	0	No adverse or positive impacts on any people with particular disabilities have been identified as likely to result from the Plan. It is not considered that the Plan would be discriminatory to any people with any particular disabilities.
Faith	0	No adverse or positive impacts on any people of particular faiths have been identified as likely to result from the Plan. It is not considered that the Plan would be discriminatory to any people of particular faiths.
Gender	0	No adverse or positive impacts on any people of a particular gender have been identified as likely to result from the Plan. It is not considered that the Plan would be discriminatory to any people of any particular gender.
Race	0	No adverse or positive impacts on any people of any particular race have been identified as likely to result from the Plan. It is not considered that the Plan would be discriminatory to any people of a particular race.
Gay, Lesbian, Bisexual, Transgender	0	No adverse or positive impacts on any person who is gay, lesbian, bisexual or transgender have been identified as likely to result from the Plan. It is not considered that the Plan would be discriminatory to any people who are gay, lesbian, bisexual or transgender.
Low or no income	0 to +	No adverse impacts on any people in particular low or no income groups have been identified as likely to result from the Plan. It is not considered that the Plan would be discriminatory to any people in particular low or no income groups. However, it is possible that those from low or no income groups may benefit from this policy through protecting and/or enhancing access to greenspace they otherwise would not have received.

Policy: Conserving the Historic Environment (DM7)		
Group Effected	Likely Effects	Comment
Age	0	No adverse or positive impacts on any people in particular age groups have been identified as likely to result from the Plan. It is not considered that the Plan would be discriminatory to any people in particular age groups.
Disability	0	No adverse or positive impacts on any people with particular disabilities have been identified as likely to result from the Plan. It is not considered that the Plan would be discriminatory to any people with any particular disabilities.
Faith	0	No adverse or positive impacts on any people of particular faiths have been identified as likely to result from the Plan. It is not considered that the Plan would be discriminatory to any people of particular faiths.
Gender	0	No adverse or positive impacts on any people of a particular gender have been identified as likely to result from the Plan. It is not considered that the Plan would be discriminatory to any people of any particular gender.
Race	0	No adverse or positive impacts on any people of any particular race have been identified as likely to result from the Plan. It is not considered that the Plan would be discriminatory to any people of a particular race.
Gay, Lesbian, Bisexual, Transgender	0	No adverse or positive impacts on any person who is gay, lesbian, bisexual or transgender have been identified as likely to result from the Plan. It is not considered that the Plan would be discriminatory to any people who are gay, lesbian, bisexual or transgender.
Low or no income	0	No adverse or positive impacts on any people in particular low or no income groups have been identified as likely to result from the Plan. It is not considered that the Plan would be discriminatory to any people in particular low or no income groups.

Policy: Restoration of Minerals and Waste Developments (DM8)		
Group Effected	Likely Effects	Comment
Age	0	No adverse or positive impacts on any people in particular age groups have been identified as likely to result from the Plan. It is not considered that the Plan would be discriminatory to any people in particular age groups.

Disability	0	No adverse or positive impacts on any people with particular disabilities have been identified as likely to result from the Plan. It is not considered that the Plan would be discriminatory to any people with any particular disabilities.
Faith	0	No adverse or positive impacts on any people of particular faiths have been identified as likely to result from the Plan. It is not considered that the Plan would be discriminatory to any people of particular faiths.
Gender	0	No adverse or positive impacts on any people of a particular gender have been identified as likely to result from the Plan. It is not considered that the Plan would be discriminatory to any people of any particular gender.
Race	0	No adverse or positive impacts on any people of any particular race have been identified as likely to result from the Plan. It is not considered that the Plan would be discriminatory to any people of a particular race.
Gay, Lesbian, Bisexual, Transgender	0	No adverse or positive impacts on any person who is gay, lesbian, bisexual or transgender have been identified as likely to result from the Plan. It is not considered that the Plan would be discriminatory to any people who are gay, lesbian, bisexual or transgender.
Low or no income	0 to +	No adverse impacts on any people in particular low or no income groups have been identified as likely to result from the Plan. It is not considered that the Plan would be discriminatory to any people in particular low or no income groups. However, it is possible that those from low or no income groups may benefit from this policy through protecting and/or enhancing access to greenspace they otherwise would not have received.

Policy: Protecting Public Health, Safety and Amenity (DM9)		
Group Affected	Likely Effects	Comment
Age	0	No adverse or positive impacts on any people in particular age groups have been identified as likely to result from the Plan. It is not considered that the Plan would be discriminatory to any people in particular age groups.
Disability	0	No adverse or positive impacts on any people with particular disabilities have been identified as likely to result from the Plan. It is not considered that the Plan would be discriminatory to any people with any particular disabilities.

Faith	0	No adverse or positive impacts on any people of particular faiths have been identified as likely to result from the Plan. It is not considered that the Plan would be discriminatory to any people of particular faiths.
Gender	0	No adverse or positive impacts on any people of a particular gender have been identified as likely to result from the Plan. It is not considered that the Plan would be discriminatory to any people of any particular gender.
Race	0	No adverse or positive impacts on any people of any particular race have been identified as likely to result from the Plan. It is not considered that the Plan would be discriminatory to any people of a particular race.
Gay, Lesbian, Bisexual, Transgender	0	No adverse or positive impacts on any person who is gay, lesbian, bisexual or transgender have been identified as likely to result from the Plan. It is not considered that the Plan would be discriminatory to any people who are gay, lesbian, bisexual or transgender.
Low or no income	0	No adverse or positive impacts on any people in particular low or no income groups have been identified as likely to result from the Plan. It is not considered that the Plan would be discriminatory to any people in particular low or no income groups.

Policy: Water Environment and Flood Risk (DM10)		
Group Effected	Likely Effects	Comment
Age	0	No adverse or positive impacts on any people in particular age groups have been identified as likely to result from the Plan. It is not considered that the Plan would be discriminatory to any people in particular age groups.
Disability	0	No adverse or positive impacts on any people with particular disabilities have been identified as likely to result from the Plan. It is not considered that the Plan would be discriminatory to any people with any particular disabilities.
Faith	0	No adverse or positive impacts on any people of particular faiths have been identified as likely to result from the Plan. It is not considered that the Plan would be discriminatory to any people of particular faiths.
Gender	0	No adverse or positive impacts on any people of a particular gender have been identified as likely to result from the Plan. It is not considered that the Plan would be discriminatory to any people of any particular gender.

Race	0	No adverse or positive impacts on any people of any particular race have been identified as likely to result from the Plan. It is not considered that the Plan would be discriminatory to any people of a particular race.
Gay, Lesbian, Bisexual, Transgender	0	No adverse or positive impacts on any person who is gay, lesbian, bisexual or transgender have been identified as likely to result from the Plan. It is not considered that the Plan would be discriminatory to any people who are gay, lesbian, bisexual or transgender.
Low or no income	0	No adverse or positive impacts on any people in particular low or no income groups have been identified as likely to result from the Plan. It is not considered that the Plan would be discriminatory to any people in particular low or no income groups.

Policy: Sustainable Transport Movements (DM11)		
Group Effected	Likely Effects	Comment
Age	0	No adverse or positive impacts on any people in particular age groups have been identified as likely to result from the Plan. It is not considered that the Plan would be discriminatory to any people in particular age groups.
Disability	0	No adverse or positive impacts on any people with particular disabilities have been identified as likely to result from the Plan. It is not considered that the Plan would be discriminatory to any people with any particular disabilities.
Faith	0	No adverse or positive impacts on any people of particular faiths have been identified as likely to result from the Plan. It is not considered that the Plan would be discriminatory to any people of particular faiths.
Gender	0	No adverse or positive impacts on any people of a particular gender have been identified as likely to result from the Plan. It is not considered that the Plan would be discriminatory to any people of any particular gender.
Race	0	No adverse or positive impacts on any people of any particular race have been identified as likely to result from the Plan. It is not considered that the Plan would be discriminatory to any people of a particular race.
Gay, Lesbian, Bisexual, Transgender	0	No adverse or positive impacts on any person who is gay, lesbian, bisexual or transgender have been identified as likely to result from the Plan. It is not considered that the Plan would be discriminatory to any people who are gay, lesbian, bisexual or transgender.

Low or no income	0	No adverse or positive impacts on any people in particular low or no income groups have been identified as likely to result from the Plan. It is not considered that the Plan would be discriminatory to any people in particular low or no income groups.
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Policy: High Quality Design of Minerals and Waste Development (DM12)

Group Affected	Likely Effects	Comment
Age	0	No adverse or positive impacts on any people in particular age groups have been identified as likely to result from the Plan. It is not considered that the Plan would be discriminatory to any people in particular age groups.
Disability	0	No adverse or positive impacts on any people with particular disabilities have been identified as likely to result from the Plan. It is not considered that the Plan would be discriminatory to any people with any particular disabilities.
Faith	0	No adverse or positive impacts on any people of particular faiths have been identified as likely to result from the Plan. It is not considered that the Plan would be discriminatory to any people of particular faiths.
Gender	0	No adverse or positive impacts on any people of a particular gender have been identified as likely to result from the Plan. It is not considered that the Plan would be discriminatory to any people of any particular gender.
Race	0	No adverse or positive impacts on any people of any particular race have been identified as likely to result from the Plan. It is not considered that the Plan would be discriminatory to any people of a particular race.
Gay, Lesbian, Bisexual, Transgender	0	No adverse or positive impacts on any person who is gay, lesbian, bisexual or transgender have been identified as likely to result from the Plan. It is not considered that the Plan would be discriminatory to any people who are gay, lesbian, bisexual or transgender.
Low or no income	0	No adverse or positive impacts on any people in particular low or no income groups have been identified as likely to result from the Plan. It is not considered that the Plan would be discriminatory to any people in particular low or no income groups.

Policy: Ancillary Development (DM13)		
Group Affected	Likely Effects	Comment
Age	0	No adverse or positive impacts on any people in particular age groups have been identified as likely to result from the Plan. It is not considered that the Plan would be discriminatory to any people in particular age groups.
Disability	0	No adverse or positive impacts on any people with particular disabilities have been identified as likely to result from the Plan. It is not considered that the Plan would be discriminatory to any people with any particular disabilities.
Faith	0	No adverse or positive impacts on any people of particular faiths have been identified as likely to result from the Plan. It is not considered that the Plan would be discriminatory to any people of particular faiths.
Gender	0	No adverse or positive impacts on any people of a particular gender have been identified as likely to result from the Plan. It is not considered that the Plan would be discriminatory to any people of any particular gender.
Race	0	No adverse or positive impacts on any people of any particular race have been identified as likely to result from the Plan. It is not considered that the Plan would be discriminatory to any people of a particular race.
Gay, Lesbian, Bisexual, Transgender	0	No adverse or positive impacts on any person who is gay, lesbian, bisexual or transgender have been identified as likely to result from the Plan. It is not considered that the Plan would be discriminatory to any people who are gay, lesbian, bisexual or transgender.
Low or no income	0	No adverse or positive impacts on any people in particular low or no income groups have been identified as likely to result from the Plan. It is not considered that the Plan would be discriminatory to any people in particular low or no income groups.

The Individual Sites proposed in the Plan

Poyle Quarry, The Royal Borough of Windsor and Maidenhead:		
Group Affected	Likely Effects	Comment
Age	0 to +	<p>In general, no adverse or positive impacts on any people in particular age groups have been identified as likely to result from development on this site and it is not considered that development of this site would be discriminatory to any people in particular age groups.</p> <p>There is potential however that the employment opportunities that this site may provide if brought forward by a developer could have positive effects for different age groups.</p>
Disability	0 to +	<p>In general, no adverse or positive impacts on any people with particular disabilities have been identified as likely to result from development on this site and it is not considered that development of this site would be discriminatory to any people with any particular disabilities.</p> <p>There is potential however that the employment opportunities that this site may provide if brought forward by a developer could have positive effects for those with disabilities.</p>
Faith	0	No adverse or positive impacts on any people of particular faiths have been identified as likely to result from development on this site and it is not considered that development of this site would be discriminatory to any people of particular faiths.
Gender	0	No adverse or positive impacts on any people of a particular gender have been identified as likely to result from development on this site and it is not considered that the development of this site would be discriminatory to any people of any particular gender.
Race	0	No adverse or positive impacts on any people of any particular race have been identified as likely to result from development on this site and it is not considered that the development of this site would be discriminatory to any people of a particular race.
Gay, Lesbian, Bisexual, Transgender	0	No adverse or positive impacts on any person who is gay, lesbian, bisexual or transgender have been identified as likely to result from development on this site and it is not considered that the development of this site would be discriminatory to any people who are gay, lesbian, bisexual or transgender.

Low or no income	0 to +	In general, no adverse or positive impacts on any people in particular low or no income groups have been identified as likely to result from development on this site and it is not considered that development on this site would be discriminatory to any people in particular low or no income groups. There is potential however that the employment opportunities that this site may provide if brought forward by a developer could have positive effects for those with low or no income.
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Poyle Quarry (Extensions), The Royal Borough of Windsor and Maidenhead:		
Group Affected	Likely Effects	Comment
Age	0 to +	In general, no adverse or positive impacts on any people in particular age groups have been identified as likely to result from development on this site and it is not considered that development of this site would be discriminatory to any people in particular age groups. There is potential however that the employment opportunities that this site may provide if brought forward by a developer could have positive effects for different age groups.
Disability	0 to +	In general, no adverse or positive impacts on any people with particular disabilities have been identified as likely to result from development on this site and it is not considered that development of this site would be discriminatory to any people with any particular disabilities. There is potential however that the employment opportunities that this site may provide if brought forward by a developer could have positive effects for those with disabilities.
Faith	0	No adverse or positive impacts on any people of particular faiths have been identified as likely to result from development on this site and it is not considered that development of this site would be discriminatory to any people of particular faiths.
Gender	0	No adverse or positive impacts on any people of a particular gender have been identified as likely to result from development on this site and it is not considered that the development of this site would be discriminatory to any people of any particular gender.
Race	0	No adverse or positive impacts on any people of any particular race have been identified as likely to result from development on this site and it is not considered that the development of this site would be discriminatory to any people of a particular race.

Gay, Lesbian, Bisexual, Transgender	0	No adverse or positive impacts on any person who is gay, lesbian, bisexual or transgender have been identified as likely to result from development on this site and it is not considered that the development of this site would be discriminatory to any people who are gay, lesbian, bisexual or transgender.
Low or no income	0 to +	In general, no adverse or positive impacts on any people in particular low or no income groups have been identified as likely to result from development on this site and it is not considered that development on this site would be discriminatory to any people in particular low or no income groups. There is potential however that the employment opportunities that this site may provide if brought forward by a developer could have positive effects for those with low or no income.

Water Oakley Farm, The Royal Borough of Windsor and Maidenhead:		
Group Effected	Likely Effects	Comment
Age	0 to +	In general, no adverse or positive impacts on any people in particular age groups have been identified as likely to result from development on this site and it is not considered that development of this site would be discriminatory to any people in particular age groups. There is potential however that the employment opportunities that this site may provide if brought forward by a developer could have positive effects for different age groups.
Disability	0 to +	In general, no adverse or positive impacts on any people with particular disabilities have been identified as likely to result from development on this site and it is not considered that development of this site would be discriminatory to any people with any particular disabilities. There is potential however that the employment opportunities that this site may provide if brought forward by a developer could have positive effects for those with disabilities.
Faith	0	No adverse or positive impacts on any people of particular faiths have been identified as likely to result from development on this site and it is not considered that development of this site would be discriminatory to any people of particular faiths.
Gender	0	No adverse or positive impacts on any people of a particular gender have been identified as likely to result from development on this site and it is not considered that the development of this site would be discriminatory to any people of any particular gender.

Race	0	No adverse or positive impacts on any people of any particular race have been identified as likely to result from development on this site and it is not considered that the development of this site would be discriminatory to any people of a particular race.
Gay, Lesbian, Bisexual, Transgender	0	No adverse or positive impacts on any person who is gay, lesbian, bisexual or transgender have been identified as likely to result from development on this site and it is not considered that the development of this site would be discriminatory to any people who are gay, lesbian, bisexual or transgender.
Low or no income	0 to +	In general, no adverse or positive impacts on any people in particular low or no income groups have been identified as likely to result from development on this site and it is not considered that development on this site would be discriminatory to any people in particular low or no income groups. There is potential however that the employment opportunities that this site may provide if brought forward by a developer could have positive effects for those with low or no income.

Ham Island, The Royal Borough of Windsor and Maidenhead:		
Group Affected	Likely Effects	Comment
Age	0 to +	In general, no adverse or positive impacts on any people in particular age groups have been identified as likely to result from development on this site and it is not considered that development of this site would be discriminatory to any people in particular age groups. There is potential however that the employment opportunities that this site may provide if brought forward by a developer could have positive effects for different age groups.
Disability	0 to +	In general, no adverse or positive impacts on any people with particular disabilities have been identified as likely to result from development on this site and it is not considered that development of this site would be discriminatory to any people with any particular disabilities. There is potential however that the employment opportunities that this site may provide if brought forward by a developer could have positive effects for those with disabilities.
Faith	0	No adverse or positive impacts on any people of particular faiths have been identified as likely to result from development on this site and it is not considered that development of this site would be discriminatory to any people of particular faiths.

Gender	0	No adverse or positive impacts on any people of a particular gender have been identified as likely to result from development on this site and it is not considered that the development of this site would be discriminatory to any people of any particular gender.
Race	0	No adverse or positive impacts on any people of any particular race have been identified as likely to result from development on this site and it is not considered that the development of this site would be discriminatory to any people of a particular race.
Gay, Lesbian, Bisexual, Transgender	0	No adverse or positive impacts on any person who is gay, lesbian, bisexual or transgender have been identified as likely to result from development on this site and it is not considered that the development of this site would be discriminatory to any people who are gay, lesbian, bisexual or transgender.
Low or no income	0 to +	In general, no adverse or positive impacts on any people in particular low or no income groups have been identified as likely to result from development on this site and it is not considered that development on this site would be discriminatory to any people in particular low or no income groups. There is potential however that the employment opportunities that this site may provide if brought forward by a developer could have positive effects for those with low or no income.

Southlea Farm, The Royal Borough of Windsor and Maidenhead:		
Group Affected	Likely Effects	Comment
Age	0 to +	In general, no adverse or positive impacts on any people in particular age groups have been identified as likely to result from development on this site and it is not considered that development of this site would be discriminatory to any people in particular age groups. There is potential however that the employment opportunities that this site may provide if brought forward by a developer could have positive effects for different age groups.
Disability	0 to +	In general, no adverse or positive impacts on any people with particular disabilities have been identified as likely to result from development on this site and it is not considered that development of this site would be discriminatory to any people with any particular disabilities.

		There is potential however that the employment opportunities that this site may provide if brought forward by a developer could have positive effects for those with disabilities.
Faith	0	No adverse or positive impacts on any people of particular faiths have been identified as likely to result from development on this site and it is not considered that development of this site would be discriminatory to any people of particular faiths.
Gender	0	No adverse or positive impacts on any people of a particular gender have been identified as likely to result from development on this site and it is not considered that the development of this site would be discriminatory to any people of any particular gender.
Race	0	No adverse or positive impacts on any people of any particular race have been identified as likely to result from development on this site and it is not considered that the development of this site would be discriminatory to any people of a particular race.
Gay, Lesbian, Bisexual, Transgender	0	No adverse or positive impacts on any person who is gay, lesbian, bisexual or transgender have been identified as likely to result from development on this site and it is not considered that the development of this site would be discriminatory to any people who are gay, lesbian, bisexual or transgender.
Low or no income	0 to +	In general, no adverse or positive impacts on any people in particular low or no income groups have been identified as likely to result from development on this site and it is not considered that development on this site would be discriminatory to any people in particular low or no income groups. There is potential however that the employment opportunities that this site may provide if brought forward by a developer could have positive effects for those with low or no income.

Bridge Farm, Wokingham Borough Council:		
Group Affected	Likely Effects	Comment
Age	0 to +	In general, no adverse or positive impacts on any people in particular age groups have been identified as likely to result from development on this site and it is not considered that development of this site would be discriminatory to any people in particular age groups. There is potential however that the employment opportunities that this site may provide if brought forward by a developer could have positive effects for different age groups.

Disability	0 to +	<p>In general, no adverse or positive impacts on any people with particular disabilities have been identified as likely to result from development on this site and it is not considered that development of this site would be discriminatory to any people with any particular disabilities.</p> <p>There is potential however that the employment opportunities that this site may provide if brought forward by a developer could have positive effects for those with disabilities.</p>
Faith	0	No adverse or positive impacts on any people of particular faiths have been identified as likely to result from development on this site and it is not considered that development of this site would be discriminatory to any people of particular faiths.
Gender	0	No adverse or positive impacts on any people of a particular gender have been identified as likely to result from development on this site and it is not considered that the development of this site would be discriminatory to any people of any particular gender.
Race	0	No adverse or positive impacts on any people of any particular race have been identified as likely to result from development on this site and it is not considered that the development of this site would be discriminatory to any people of a particular race.
Gay, Lesbian, Bisexual, Transgender	0	No adverse or positive impacts on any person who is gay, lesbian, bisexual or transgender have been identified as likely to result from development on this site and it is not considered that the development of this site would be discriminatory to any people who are gay, lesbian, bisexual or transgender.
Low or no income	0 to +	<p>In general, no adverse or positive impacts on any people in particular low or no income groups have been identified as likely to result from development on this site and it is not considered that development on this site would be discriminatory to any people in particular low or no income groups.</p> <p>There is potential however that the employment opportunities that this site may provide if brought forward by a developer could have positive effects for those with low or no income.</p>

Monkey Island Lane Wharf, The Royal Borough of Windsor and Maidenhead:		
Group Effected	Likely Effects	Comment
Age	0 to +	In general, no adverse or positive impacts on any people in particular age groups have been identified as likely to result from development on this site and it is not considered that development of this site would be discriminatory to any people in particular age groups. There is potential however that the employment opportunities that this site may provide if brought forward by a developer could have positive effects for different age groups.
Disability	0 to +	In general, no adverse or positive impacts on any people with particular disabilities have been identified as likely to result from development on this site and it is not considered that development of this site would be discriminatory to any people with any particular disabilities. There is potential however that the employment opportunities that this site may provide if brought forward by a developer could have positive effects for those with disabilities.
Faith	0	No adverse or positive impacts on any people of particular faiths have been identified as likely to result from development on this site and it is not considered that development of this site would be discriminatory to any people of particular faiths.
Gender	0	No adverse or positive impacts on any people of a particular gender have been identified as likely to result from development on this site and it is not considered that the development of this site would be discriminatory to any people of any particular gender.
Race	0	No adverse or positive impacts on any people of any particular race have been identified as likely to result from development on this site and it is not considered that the development of this site would be discriminatory to any people of a particular race.
Gay, Lesbian, Bisexual, Transgender	0	No adverse or positive impacts on any person who is gay, lesbian, bisexual or transgender have been identified as likely to result from development on this site and it is not considered that the development of this site would be discriminatory to any people who are gay, lesbian, bisexual or transgender.
Low or no income	0 to +	In general, no adverse or positive impacts on any people in particular low or no income groups have been identified as likely to result from development on this site and it is not considered that development on this site would be discriminatory to any people in particular low or no income groups. There is potential however that the employment opportunities that this site may provide if brought forward by a developer could have positive effects for those with low or no income.

Planners Farm, Bracknell Forest Borough Council:		
Group Effected	Likely Effects	Comment
Age	0 to +	In general, no adverse or positive impacts on any people in particular age groups have been identified as likely to result from development on this site and it is not considered that development of this site would be discriminatory to any people in particular age groups. There is potential however that the employment opportunities that this site may provide if brought forward by a developer could have positive effects for different age groups.
Disability	0 to +	In general, no adverse or positive impacts on any people with particular disabilities have been identified as likely to result from development on this site and it is not considered that development of this site would be discriminatory to any people with any particular disabilities. There is potential however that the employment opportunities that this site may provide if brought forward by a developer could have positive effects for those with disabilities.
Faith	0	No adverse or positive impacts on any people of particular faiths have been identified as likely to result from development on this site and it is not considered that development of this site would be discriminatory to any people of particular faiths.
Gender	0	No adverse or positive impacts on any people of a particular gender have been identified as likely to result from development on this site and it is not considered that the development of this site would be discriminatory to any people of any particular gender.
Race	0	No adverse or positive impacts on any people of any particular race have been identified as likely to result from development on this site and it is not considered that the development of this site would be discriminatory to any people of a particular race.
Gay, Lesbian, Bisexual, Transgender	0	No adverse or positive impacts on any person who is gay, lesbian, bisexual or transgender have been identified as likely to result from development on this site and it is not considered that the development of this site would be discriminatory to any people who are gay, lesbian, bisexual or transgender.

Low or no income	0 to +	<p>In general, no adverse or positive impacts on any people in particular low or no income groups have been identified as likely to result from development on this site and it is not considered that development on this site would be discriminatory to any people in particular low or no income groups.</p> <p>There is potential however that the employment opportunities that this site may provide if brought forward by a developer could have positive effects for those with low or no income.</p>
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Horton Brook Quarry, The Royal Borough of Windsor and Maidenhead:		
Group Affected	Likely Effects	Comment
Age	0 to +	<p>In general, no adverse or positive impacts on any people in particular age groups have been identified as likely to result from development on this site and it is not considered that development of this site would be discriminatory to any people in particular age groups.</p> <p>There is potential however that the employment opportunities that this site may provide if brought forward by a developer could have positive effects for different age groups.</p>
Disability	0 to +	<p>In general, no adverse or positive impacts on any people with particular disabilities have been identified as likely to result from development on this site and it is not considered that development of this site would be discriminatory to any people with any particular disabilities.</p> <p>There is potential however that the employment opportunities that this site may provide if brought forward by a developer could have positive effects for those with disabilities.</p>
Faith	0	No adverse or positive impacts on any people of particular faiths have been identified as likely to result from development on this site and it is not considered that development of this site would be discriminatory to any people of particular faiths.
Gender	0	No adverse or positive impacts on any people of a particular gender have been identified as likely to result from development on this site and it is not considered that the development of this site would be discriminatory to any people of any particular gender.
Race	0	No adverse or positive impacts on any people of any particular race have been identified as likely to result from development on this site and it is not considered that the development of this site would be discriminatory to any people of a particular race.

Gay, Lesbian, Bisexual, Transgender	0	No adverse or positive impacts on any person who is gay, lesbian, bisexual or transgender have been identified as likely to result from development on this site and it is not considered that the development of this site would be discriminatory to any people who are gay, lesbian, bisexual or transgender.
Low or no income	0 to +	In general, no adverse or positive impacts on any people in particular low or no income groups have been identified as likely to result from development on this site and it is not considered that development on this site would be discriminatory to any people in particular low or no income groups. There is potential however that the employment opportunities that this site may provide if brought forward by a developer could have positive effects for those with low or no income.

The Compound, The Royal Borough of Windsor and Maidenhead:		
Group Effected	Likely Effects	Comment
Age	0 to +	In general, no adverse or positive impacts on any people in particular age groups have been identified as likely to result from development on this site and it is not considered that development of this site would be discriminatory to any people in particular age groups. There is potential however that the employment opportunities that this site may provide if brought forward by a developer could have positive effects for different age groups.
Disability	0 to +	In general, no adverse or positive impacts on any people with particular disabilities have been identified as likely to result from development on this site and it is not considered that development of this site would be discriminatory to any people with any particular disabilities. There is potential however that the employment opportunities that this site may provide if brought forward by a developer could have positive effects for those with disabilities.
Faith	0	No adverse or positive impacts on any people of particular faiths have been identified as likely to result from development on this site and it is not considered that development of this site would be discriminatory to any people of particular faiths.
Gender	0	No adverse or positive impacts on any people of a particular gender have been identified as likely to result from development on this site and it is not considered that the development of this site would be discriminatory to any people of any particular gender.

Race	0	No adverse or positive impacts on any people of any particular race have been identified as likely to result from development on this site and it is not considered that the development of this site would be discriminatory to any people of a particular race.
Gay, Lesbian, Bisexual, Transgender	0	No adverse or positive impacts on any person who is gay, lesbian, bisexual or transgender have been identified as likely to result from development on this site and it is not considered that the development of this site would be discriminatory to any people who are gay, lesbian, bisexual or transgender.
Low or no income	0 to +	In general, no adverse or positive impacts on any people in particular low or no income groups have been identified as likely to result from development on this site and it is not considered that development on this site would be discriminatory to any people in particular low or no income groups. There is potential however that the employment opportunities that this site may provide if brought forward by a developer could have positive effects for those with low or no income.

Berkyn Manor, The Royal Borough of Windsor and Maidenhead:		
Group Affected	Likely Effects	Comment
Age	0 to +	In general, no adverse or positive impacts on any people in particular age groups have been identified as likely to result from development on this site and it is not considered that development of this site would be discriminatory to any people in particular age groups. There is potential however that the employment opportunities that this site may provide if brought forward by a developer could have positive effects for different age groups.
Disability	0 to +	In general, no adverse or positive impacts on any people with particular disabilities have been identified as likely to result from development on this site and it is not considered that development of this site would be discriminatory to any people with any particular disabilities. There is potential however that the employment opportunities that this site may provide if brought forward by a developer could have positive effects for those with disabilities.
Faith	0	No adverse or positive impacts on any people of particular faiths have been identified as likely to result from development on this site and it is not considered that development of this site would be discriminatory to any people of particular faiths.

Gender	0	No adverse or positive impacts on any people of a particular gender have been identified as likely to result from development on this site and it is not considered that the development of this site would be discriminatory to any people of any particular gender.
Race	0	No adverse or positive impacts on any people of any particular race have been identified as likely to result from development on this site and it is not considered that the development of this site would be discriminatory to any people of a particular race.
Gay, Lesbian, Bisexual, Transgender	0	No adverse or positive impacts on any person who is gay, lesbian, bisexual or transgender have been identified as likely to result from development on this site and it is not considered that the development of this site would be discriminatory to any people who are gay, lesbian, bisexual or transgender.
Low or no income	0 to +	In general, no adverse or positive impacts on any people in particular low or no income groups have been identified as likely to result from development on this site and it is not considered that development on this site would be discriminatory to any people in particular low or no income groups. There is potential however that the employment opportunities that this site may provide if brought forward by a developer could have positive effects for those with low or no income.

Datchet Quarry, The Royal Borough of Windsor and Maidenhead:		
Group Affected	Likely Effects	Comment
Age	0 to +	In general, no adverse or positive impacts on any people in particular age groups have been identified as likely to result from development on this site and it is not considered that development of this site would be discriminatory to any people in particular age groups. There is potential however that the employment opportunities that this site may provide if brought forward by a developer could have positive effects for different age groups.

Disability	0 to +	<p>In general, no adverse or positive impacts on any people with particular disabilities have been identified as likely to result from development on this site and it is not considered that development of this site would be discriminatory to any people with any particular disabilities.</p> <p>There is potential however that the employment opportunities that this site may provide if brought forward by a developer could have positive effects for those with disabilities.</p>
Faith	0	No adverse or positive impacts on any people of particular faiths have been identified as likely to result from development on this site and it is not considered that development of this site would be discriminatory to any people of particular faiths.
Gender	0	No adverse or positive impacts on any people of a particular gender have been identified as likely to result from development on this site and it is not considered that the development of this site would be discriminatory to any people of any particular gender.
Race	0	No adverse or positive impacts on any people of any particular race have been identified as likely to result from development on this site and it is not considered that the development of this site would be discriminatory to any people of a particular race.
Gay, Lesbian, Bisexual, Transgender	0	No adverse or positive impacts on any person who is gay, lesbian, bisexual or transgender have been identified as likely to result from development on this site and it is not considered that the development of this site would be discriminatory to any people who are gay, lesbian, bisexual or transgender.
Low or no income	0 to +	<p>In general, no adverse or positive impacts on any people in particular low or no income groups have been identified as likely to result from development on this site and it is not considered that development on this site would be discriminatory to any people in particular low or no income groups.</p> <p>There is potential however that the employment opportunities that this site may provide if brought forward by a developer could have positive effects for those with low or no income.</p>

Star Works, Wokingham Borough Council:		
Group Effected	Likely Effects	Comment
Age	0 to +	In general, no adverse or positive impacts on any people in particular age groups have been identified as likely to result from development on this site and it is not considered that development of this site would be discriminatory to any people in particular age groups. There is potential however that the employment opportunities that this site may provide if brought forward by a developer could have positive effects for different age groups.
Disability	0 to +	In general, no adverse or positive impacts on any people with particular disabilities have been identified as likely to result from development on this site and it is not considered that development of this site would be discriminatory to any people with any particular disabilities. There is potential however that the employment opportunities that this site may provide if brought forward by a developer could have positive effects for those with disabilities.
Faith	0	No adverse or positive impacts on any people of particular faiths have been identified as likely to result from development on this site and it is not considered that development of this site would be discriminatory to any people of particular faiths.
Gender	0	No adverse or positive impacts on any people of a particular gender have been identified as likely to result from development on this site and it is not considered that the development of this site would be discriminatory to any people of any particular gender.
Race	0	No adverse or positive impacts on any people of any particular race have been identified as likely to result from development on this site and it is not considered that the development of this site would be discriminatory to any people of a particular race.
Gay, Lesbian, Bisexual, Transgender	0	No adverse or positive impacts on any person who is gay, lesbian, bisexual or transgender have been identified as likely to result from development on this site and it is not considered that the development of this site would be discriminatory to any people who are gay, lesbian, bisexual or transgender.

<p>Low or no income</p>	<p>0 to +</p>	<p>In general, no adverse or positive impacts on any people in particular low or no income groups have been identified as likely to result from development on this site and it is not considered that development on this site would be discriminatory to any people in particular low or no income groups.</p> <p>There is potential however that the employment opportunities that this site may provide could if brought forward by a developer have positive effects for those with low or no income.</p>
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Other Data Sources

2015 Indices of Deprivation show that the majority of individual sites proposed in the Plan are unaffected by deprivation, with seven of the sites (Bridge Farm, Planners Farm, Monkey Island Lane, Water Oakley Farm, The Compound, Ham Island, Riding Court Farm) falling within the 10-20% least deprived in England (deprivation deciles 9 and 10). Knowl Landfill is not considered to be in a deprived area either, falling within deprivation decile 7 – 40% of the least deprived in England. Furthermore, while the following sites; Poyle Quarry, Poyle Quarry extension, Horton Brook Quarry and Berkyn Manor Farm, are not considered severely deprived, they do fall within deprivation decile 5 – the 40-50% most deprived areas in England, representing moderate deprivation.

Review of Gypsy and Traveller and Travelling Showperson Accommodation Assessments for each borough (Bracknell Forest, 2017; Reading, 2017; Windsor and Maidenhead, 2013; Wokingham, 2017) reveal that there are no current gypsy accommodation sites within 500 meters of the proposed sites within the MWP, as per available data.

Assessment Result

Are there any aspects of the proposed Plan, including how it is delivered or accessed, that could contribute to inequality?	No
<p>It is considered that the adoption of the proposed policies and the identification of preferred sites within the Joint Minerals and Waste Plan will not contribute to inequality.</p> <p>The development of individual sites identified within the Joint Minerals and Waste Plan, if brought forward by an applicant, would require separate Equalities Impact Assessments, or similar.</p>	
Will the proposed decision have an adverse impact upon the lives of people, including employees and service users?	No
<p>It is considered that the adoption of the proposed policies and the identification of preferred sites within the Joint Minerals and Waste Plan do not have an adverse impact upon the lives of people, including employees and service users. However, there is potential for some positive impacts on certain groups; age, disability and low/no income, relating to employment opportunities and maintaining and providing access to green spaces.</p>	

The development of individual sites identified within the Joint Minerals and Waste Plan, if brought forward by an applicant, would require separate Equalities Impact Assessments, or similar.

Actions to be taken

Proposed Actions

Further data will be collected on the demographic of consultation respondents, in particular; age, disability and low or no income, as these have been identified as the groups that are likely to be impacted by the Plan's policies and sites.

The Equalities Impact Assessment in 2017 identified the broad demographic of the Central and Eastern Berkshire Authorities but proposed there is a lack of data pertaining to the opinions of certain groups on minerals and waste planning e.g. disabled people. Therefore attempts to contact these groups will be made by using a variety of alternative methods to provide information, including; press releases (to local media), document availability in local libraries and council offices, posting out hard copies of documents when requested and direct neighbour notifications, making the documents available in a variety of formats upon request (e.g. Braille, large print, alternative languages and making the documents available in a variety of formats), as well as contacting the organisations that represent those with disabilities.

Summary of impacts and actions to be taken (2nd Stage EqIA)

Impact identified	Barriers to accessing documents	Lack of awareness of consultations
Action	Availability of documents in a range of formats and locations	Including relevant organisations in the stakeholder list
Responsibility	Central and Eastern Berkshire Authorities	Central and Eastern Berkshire Authorities
Timescale	At each consultation	At each consultation

Expected Outcomes	No complaints regarding difficulty of access to documents, responses from a variety of respondents	No complaints regarding lack of awareness of consultation, responses from a variety of respondents
Review date	Before each consultation	Before each consultation

Name:	Sophie Cardinal
Date:	18 June 2018

Appendix 1

Equalities Impact Assessment June 2017 (Issues & Options)

Equalities Impact Assessment Table

Customers	Breakdown data	Service availability	Unlawful?	Possible improvements
Age Children, young people, young parents, older or retired people	<p><i>General data for Central & Eastern Berkshire:</i></p> <p><i>Bracknell Forest:</i></p> <p>15 & under 20.7%; 16-24 10.6%; 25-34 14.3%; 35-44 16.1%; 45-54 15.1%; 55-64 10.8%; 65+ 12.5%</p> <p><i>Reading:</i></p> <p>15 & under 19.3%; 16-24 14.6%; 25-34 19.5%; 35-44 14.9%; 45-54 11.7%; 55-64 8.5%; 65+ 11.5%</p> <p><i>Windsor & Maidenhead:</i></p> <p>15 & under 19.8%; 16-24 9.4%; 25-34 12.8%; 35-44 15.4%; 45-54 14.2%; 55-64 11.7%; 65+ 16.7%</p>	<p>As the majority of the plan documents will be made available online, this could cause issue to those who either lack familiarity with or access to the internet. Consequently, this could mean these groups of people are not aware of engagement activities and may not have the same opportunity to consider the plan's proposals.</p>	No	<p>Access to information could be improved by using a variety of alternative methods to provide information including press releases (to local media), document availability in local libraries and council offices, posting out hard copies of documents when requested and direct neighbour notifications.</p> <p>A number of the above methods have been included in the Statement of Community Involvement (SCI) and Consultation Strategy documents. They will be used during public engagement.</p>

Customers	Breakdown data	Service availability	Unlawful?	Possible improvements
	<p><i>Wokingham:</i> 15 & under 20.3%; 16-24 9.6%; 25-34 11.6%; 35-44 15.5%; 45-54 15.5%; 55-64 12%; 65+ 15.4%</p> <p><i>Breakdown from consultation responses:</i> N/a</p>			
<p>Disabled People Mobility, sight, hearing, speech & language disability or difficulty, mental health / distress</p>	<p><i>General data for Central & Eastern Berkshire:</i> <i>Bracknell Forest:</i> <i>Day to day activities limited a lot</i> 5.2%; <i>Day to day activities limited a little</i> 7.1%; <i>Day to day activities not limited</i> 87.7%</p> <p><i>Reading:</i> <i>Day to day activities limited a lot</i> 5.7%; <i>Day to day activities limited a little</i> 7.3%; <i>Day to day activities not limited</i> 87.1%</p>	<p>As the majority of documents will be made available online, this could cause issue to those who either lack familiarity with or access to the internet. Consequently, this could mean these groups of people are not aware of engagement activities and may not have the same opportunity to consider the plan's proposals.</p> <p>There is a possible data gap regarding the opinions of people from this group on minerals and waste</p>	No	<p>Access to information could be improved by using a variety of alternative methods to provide information including press releases (to local media), document availability in local libraries and council offices, posting out hard copies of documents when requested, and direct neighbour notifications as well as making the documents available in a variety of formats upon request (e.g. Braille, large print, alternative languages).</p> <p>A number of the above methods have been included in</p>

Customers	Breakdown data	Service availability	Unlawful?	Possible improvements
	<p><i>Windsor & Maidenhead:</i> <i>Day to day activities limited a lot</i> 5.5%; <i>Day to day activities limited a little</i> 7.2%; <i>Day to day activities not limited</i> 87.3%</p> <p><i>Wokingham:</i> <i>Day to day activities limited a lot</i> 4.7%; <i>Day to day activities limited a little</i> 7.2%; <i>Day to day activities not limited</i> 88.1%</p> <p><i>Breakdown from consultation responses:</i> N/a</p>	planning.		<p>the Statement of Community Involvement (SCI) and Consultation Strategy documents. They will be used during public engagement.</p> <p>Alternative formats are offered e.g. audio.</p> <p>In order to try to reach a more diverse group of people, organisations that represent those with disabilities will be contacted. They will be informed about the various stages of the plan that provide the public with an opportunity to comment on the plan.</p>
Faith Communities or individuals with different religions or beliefs	<p><i>General data for Central & Eastern Berkshire:</i> <i>Bracknell Forest:</i> <i>Christian</i> 60.5%; <i>Buddhist</i> 0.7%; <i>Hindu</i> 1.6%; <i>Jewish</i> 0.2%; <i>Muslim</i> 1.1%; <i>Sikh</i> 0.4%; <i>Other religion</i> 0.4%; <i>No religion</i> 28.4%; <i>Prefer not to say</i> 6.6%</p>	It is unlikely that these groups will be impacted differently to the general community however, it is important to remain aware of specific considerations that may arise.	No	<p>In order to try to reach a more diverse group of people, organisations that represent those with differing religious beliefs will be contacted. They will be informed about the various stages of the plan which provide the public with an opportunity to comment on the plan.</p> <p>A number of the above</p>

Customers	Breakdown data	Service availability	Unlawful?	Possible improvements
	<p><i>Reading:</i> <i>Christian 50%;</i> <i>Buddhist 1.2%;</i> <i>Hindu 3.6%;</i> <i>Jewish 0.2%;</i> <i>Muslim 7.1%;</i> <i>Sikh 0.6%;</i> <i>Other religion 0.5%;</i> <i>No religion 29.5%;</i> <i>Prefer not to say 7.3%</i></p> <p><i>Windsor & Maidenhead:</i> <i>Christian 62.3%;</i> <i>Buddhist 0.5%;</i> <i>Hindu 1.8%;</i> <i>Jewish 0.3%;</i> <i>Muslim 3.9%;</i> <i>Sikh 2%;</i> <i>Other religion 0.4%;</i> <i>No religion 21.7%;</i> <i>Prefer not to say 7%</i></p> <p><i>Wokingham:</i> <i>Christian 59.5%;</i> <i>Buddhist 0.4%;</i> <i>Hindu 2.1%;</i> <i>Jewish 0.3%;</i> <i>Muslim 2.8%;</i> <i>Sikh 1.3%;</i> <i>Other religion 0.3%;</i></p>			<p>methods have been included in the Statement of Community Involvement (SCI) and Consultation Strategy documents. They will be used during public engagement</p>

Customers	Breakdown data	Service availability	Unlawful?	Possible improvements
	<p><i>No religion 26%; Prefer not to say 7.3%</i></p> <p><i>Breakdown from consultation responses: N/a</i></p>			
<p>Gender Women, men, boys, girls Transgender (those who have changed gender or are in the process of change)</p>	<p><i>General data for Central & Eastern Berkshire: Bracknell Forest: Males 49.6%; Females 50.4%; Boys data – unavailable; Girls data – unavailable; Transgender – data unavailable</i></p> <p><i>Reading: Males 50.1%; Females 49.9%; Boys – data unavailable; Girls – data unavailable; Transgender – data unavailable</i></p> <p><i>Windsor & Maidenhead: Males 49.3%; Females 50.7%; Boys – data unavailable; Girls – data unavailable; Transgender – data unavailable</i></p> <p><i>Wokingham: Males 49.5%;</i></p>	<p>It is unlikely that these groups will be impacted differently to the general community however, it is important to remain aware of specific considerations that may arise.</p>	<p>No</p>	<p>No current actions identified.</p>

Customers	Breakdown data	Service availability	Unlawful?	Possible improvements
	<p><i>Females 50.5%;</i> <i>Boys – data unavailable;</i> <i>Girls – data unavailable;</i> <i>Transgender – data unavailable</i></p> <p><i>Breakdown from consultation responses:</i> <i>N/a</i></p>			
<p>Race Black and minority ethnic individuals and communities, gypsies and travellers, migrant workers</p>	<p><i>General data for Central & Eastern Berkshire:</i> <i>Bracknell Forest:</i> <i>White British 84.9%;</i> <i>White Irish 0.9%;</i> <i>White Gypsy or Irish Traveller 0.1%;</i> <i>White other background 4.7%;</i> <i>Mixed / multiple ethnic groups – White and Black Caribbean 0.6%;</i> <i>Mixed / multiple ethnic groups – White and Black African 0.3%;</i> <i>Mixed / multiple ethnic groups – White and Asian 0.7%;</i> <i>Mixed / multiple ethnic groups – other mixed 0.5%;</i> <i>Asian / Asian British – Indian 1.8%;</i> <i>Asian / Asian British – Pakistani 0.5%;</i> <i>Asian / Asian British – Bangladeshi 0.1%;</i> <i>Asian / Asian British – Chinese 0.5%;</i> <i>Asian / Asian British – other Asian 2.2%;</i></p>	<p>As the majority of documents will be made available online, this could cause issue to those who either lack familiarity with or access to the internet. Consequently, this could mean these groups of people are not aware of engagement activities and may not have the same opportunity to consider the plan's proposals.</p> <p>The use of English for all related plan documentation could cause an issue for those for whom English is not their first language (especially due to the complex nature of the documents).</p>	No	<p>Access to information could be improved by using a variety of alternative methods to provide information including press releases (to local media), document availability in local libraries and council offices, posting out hard copies of documents when requested, and direct neighbour notifications as well as making the documents available in a variety of formats upon request (e.g. Braille, large print, alternative languages).</p> <p>A number of the above methods have been included in the Statement of Community Involvement (SCI) and Consultation Strategy documents. They will be used during public engagement.</p>

Customers	Breakdown data	Service availability	Unlawful?	Possible improvements
	<p><i>Black / African / Caribbean / Black British – African 1.4%;</i> <i>Black / African / Caribbean / Black British – Caribbean 0.4%;</i> <i>Black / African / Caribbean / Black British – Other Black 0.2%;</i> <i>Other ethnic group – Arab 0.2%;</i> <i>Other ethnic group – any other ethnic group 0.3%</i></p> <p><i>Reading:</i> <i>White British 65.3%;</i> <i>White Irish 1.5%;</i> <i>White Gypsy or Irish Traveller 0.1%;</i> <i>White other background 7.9%;</i> <i>Mixed / multiple ethnic groups – White and Black Caribbean 1.7%;</i> <i>Mixed / multiple ethnic groups – White and Black African 0.5%;</i> <i>Mixed / multiple ethnic groups – White and Asian 0.9%;</i> <i>Mixed / multiple ethnic groups – other mixed 0.8%;</i> <i>Asian / Asian British – Indian 4.2%;</i> <i>Asian / Asian British – Pakistani 4.5%;</i> <i>Asian / Asian British – Bangladeshi 0.4%;</i> <i>Asian / Asian British – Chinese 1%;</i> <i>Asian / Asian British – other Asian 3.5%;</i></p>			<p>Access to information could be improved by providing documents in different languages.</p> <p>Main published documents will contain notices on how to obtain documents in alternative formats and languages</p> <p>Access to a healthy environment available to all to enjoy could be improved through policies that protect the countryside, promote restoration of minerals and waste sites to open access and recreational uses.</p> <p>These considerations will influence plan making and this will be reflected in the plan's policies.</p> <p>As well as sending out letters to those who reside at a permanent address, contact with representatives who work with the gypsy and traveller communities will need to be</p>

Customers	Breakdown data	Service availability	Unlawful?	Possible improvements
	<p><i>Black / African / Caribbean / Black British – African 3.9%;</i> <i>Black / African / Caribbean / Black British – Caribbean 2.1%;</i> <i>Black / African / Caribbean / Black British – Other Black 0.7%;</i> <i>Other ethnic group – Arab 0.4%;</i> <i>Other ethnic group – any other ethnic group 0.5%</i></p> <p><i>Windsor & Maidenhead:</i> <i>White British 77.5%;</i> <i>White Irish 1.4%;</i> <i>White Gypsy or Irish Traveller 0.2%;</i> <i>White other background 7%;</i> <i>Mixed / multiple ethnic groups – White and Black Caribbean 0.5%;</i> <i>Mixed / multiple ethnic groups – White and Black African 0.2%;</i> <i>Mixed / multiple ethnic groups – White and Asian 1%;</i> <i>Mixed / multiple ethnic groups – other mixed 0.6%;</i> <i>Asian / Asian British – Indian 4.1%;</i> <i>Asian / Asian British – Pakistani 2.9%;</i> <i>Asian / Asian British – Bangladeshi 0.3%;</i> <i>Asian / Asian British – Chinese 0.7%;</i> <i>Asian / Asian British – other Asian 1.6%;</i></p>			<p>made. Information on the plan and its proposals can be relayed to the gypsy and traveller communities in the most appropriate format.</p> <p>Appropriate local authority employees will be advised of the plan and will be able to relay the information to certain ethnic minorities who may otherwise remain uninformed of the plan.</p>

Customers	Breakdown data	Service availability	Unlawful?	Possible improvements
	<p><i>Black / African / Caribbean / Black British – African 0.7%;</i> <i>Black / African / Caribbean / Black British – Caribbean 0.3%;</i> <i>Black / African / Caribbean / Black British – Other Black 0.1%;</i> <i>Other ethnic group – Arab 0.3%;</i> <i>Other ethnic group – any other ethnic group 0.5%</i></p> <p><i>Wokingham:</i> <i>White British 83.6%;</i> <i>White Irish 0.9%;</i> <i>White Gypsy or Irish Traveller 0.2%;</i> <i>White other background 3.7%;</i> <i>Mixed / multiple ethnic groups – White and Black Caribbean 0.6%;</i> <i>Mixed / multiple ethnic groups – White and Black African 0.2%;</i> <i>Mixed / multiple ethnic groups – White and Asian 0.8%;</i> <i>Mixed / multiple ethnic groups – other mixed 0.4%;</i> <i>Asian / Asian British – Indian 3.5%;</i> <i>Asian / Asian British – Pakistani 1.9%;</i> <i>Asian / Asian British – Bangladeshi 0.1%;</i> <i>Asian / Asian British – Chinese 0.8%;</i> <i>Asian / Asian British – other Asian 1.2%;</i></p>			

Customers	Breakdown data	Service availability	Unlawful?	Possible improvements
	<p><i>Black / African / Caribbean / Black British – African 0.8%;</i> <i>Black / African / Caribbean / Black British – Caribbean 0.5%;</i> <i>Black / African / Caribbean / Black British – Other Black 0.1%;</i> <i>Other ethnic group – Arab 0.3%;</i> <i>Other ethnic group – any other ethnic group 0.4%</i></p> <p><i>Breakdown from consultation responses:</i> <i>N/a</i></p>			
<p>Gay, Lesbian, Bisexual</p>	<p><i>General data for Central & Eastern Berkshire:</i> <i>Bracknell Forest:</i> <i>Data unavailable</i></p> <p><i>Reading:</i> <i>Data unavailable</i></p> <p><i>Windsor & Maidenhead:</i> <i>Data unavailable</i></p> <p><i>Wokingham:</i> <i>Data unavailable</i></p> <p><i>Breakdown from consultation responses:</i> <i>N/a</i></p>	<p>It is unlikely that these groups will be impacted differently to the general community however, it is important to remain aware of specific considerations that may arise.</p>	<p>No</p>	<p>In order to reach a more diverse group of people, specific organisations that represent people with different sexual orientations may be contacted. They will be informed about the various stages of the plan that provide the public with an opportunity to comment on the lan.</p> <p>Appropriate local authority employees will be advised of the plan and will be able to relay the information to people with different sexual orientations who may otherwise remain uninformed</p>

Customers	Breakdown data	Service availability	Unlawful?	Possible improvements of the Plan.
Low or no Income	<p><i>General data for Central & Eastern Berkshire:</i> <i>Bracknell Forest:</i> <i>Data unavailable</i></p> <p><i>Reading:</i> <i>Data unavailable</i></p> <p><i>Windsor & Maidenhead:</i> <i>Data unavailable</i></p> <p><i>Wokingham:</i> <i>Data unavailable</i></p> <p><i>Breakdown from consultation responses:</i> <i>N/a</i></p>	<p>There is no current indication that these groups will be impacted differently to the general community, however it is important to remain aware of specific considerations that may arise, in particular the locations of proposed sites as relates to any areas that <i>fall within the 20% most deprived districts in England or the areas with the highest unemployment rates in the Berkshire authorities.</i></p>	No	<p>Access to employment opportunities could be increased through the plan's policies that promote minerals and waste development</p> <p>Access to a healthy environment available to all to enjoy could be improved through policies that protect the countryside, promote restoration of minerals and waste sites to open access and recreational uses.</p> <p>These considerations will influence plan making and will be reflected in the plan's policies</p>
<p>What conclusions have you reached about the potential impact?</p> <p>The current assessment is that small potential impacts may arise from the distribution methodology and language used for the consultation documents and potential actions to help mitigate this are suggested. A further issue is the current lack of data which will be addressed through including equalities questions in any consultations.</p>				

Actions to be taken (1st stage EqIA)

Impact identified	Barriers to accessing documents	Lack of awareness of consultations
Action	Availability of documents in a range of formats and locations	Including relevant organisations in the stakeholder list
Responsibility	Central and Eastern Berkshire Authorities	Central and Eastern Berkshire Authorities
Timescale	At each consultation	At each consultation
Expected Outcomes	No complaints regarding difficulty of access to documents, responses from a variety of respondents	No complaints regarding lack of awareness of consultation, responses from a variety of respondents
Review date	Before each consultation	Before each consultation

Glossary

Amenity	Something considered necessary to live comfortably.
Central and Eastern Berkshire Authorities	Bracknell Forest Council, Reading Borough Council, The Royal Borough of Windsor & Maidenhead and Wokingham Borough Council.
Environment Agency (EA)	A public organisation with the responsibility for protecting and improving the environment in England and Wales. Its functions include the regulation of industrial processes, the maintenance of flood defences and water resources, water quality and the improvement of wildlife habitats.
JMWP	Joint Minerals and Waste Plan – this is the Plan that is being produced by the Central and Eastern Berkshire Authorities
Natural England	Public body tasked with the conservation and improvement of the natural environment. Natural England designates Areas of Outstanding Natural Beauty and National Parks, manages National Nature Reserves and notifies Sites of Special Scientific Interest
Statement of Community of Involvement (SCI)	A local development document which sets out the standards the Planning Authority intends to achieve when involving the community in preparing local development documents, or when making a significant development control decision. It also set out how the authority intends to achieve these standards. A consultation statement must be produced showing how the authority has complied with it's SCI.
Strategic Environmental Assessment (SEA)	A system of incorporating environmental considerations into policies, plans, programmes and part of European Union Policy. It is intended to highlight environmental issues during decision making about strategic documents such as plans, programmes and strategies. The SEA identifies the significant environmental effects that are likely to result from implementing the plan or alternative approaches to the plan. The Integrated Sustainability Appraisal (ISA) includes the SEA of the Plan alongside Sustainability Appraisal.
Sustainability Appraisal (SA)	In UK planning law, an appraisal of the economic, environmental and social effects of a plan from the outset of the preparation process, to allow decisions that are compatible with sustainable development. Since 2001, sustainability appraisals have had to conform to the EU directive on Strategic Environmental Assessment (SEA).

A summary of this document can be made available in large print, in Braille or audio cassette. Copies in other languages may also be obtained. Please contact Hampshire Services by email berks.consult@hants.gov.uk or by calling 01962 845785.