


## Initial Equalities Screening Record Form

<b>Date of Screening:</b>	<b>Directorate: Delivery</b>	<b>Section: Property</b>	
<b>1. Activity to be assessed</b>	Capital PAD for 24/25 Feasibility Studies		
<b>2. What is the activity?</b>	<input type="checkbox"/> Policy/strategy <input type="checkbox"/> Function/procedure <input checked="" type="checkbox"/> Project <input type="checkbox"/> Review <input type="checkbox"/> Service <input type="checkbox"/> Organisational change		
<b>3. Is it a new or existing activity?</b>	<input checked="" type="checkbox"/> New <input type="checkbox"/> Existing		
<b>4. Officer responsible for the screening</b>	Christopher Chewter		
<b>5. Who are the members of the screening team?</b>	Alex Bennett		
<b>6. What is the purpose of the activity?</b>	To commission feasibility reports for projects where capital funding has not been identified / agreed. The number of feasibility reports required or for which projects is unknown at this stage.		
<b>7. Who is the activity designed to benefit/target?</b>	General Public		
<b>Protected Characteristics</b>	<b>Please tick yes or no</b>	<b>Is there an impact?</b> What kind of equality impact may there be? Is the impact positive or adverse or is there a potential for both? If the impact is neutral please give a reason.	<b>What evidence do you have to support this?</b> E.g equality monitoring data, consultation results, customer satisfaction information etc Please add a narrative to justify your claims around impacts and describe the analysis and interpretation of evidence to support your conclusion as this will inform members decision making, include consultation results/satisfaction information/equality monitoring data
<b>8. Disability Equality – this can include physical, mental health, learning or sensory disabilities and includes conditions such as dementia as well as hearing or sight impairment.</b>	Y	N	As part of the feasibility reports, designers are to take into account Part M of the Building Regulations and BS8300. Consideration to be given to colour contrasting and layout to suit people with disabilities.
<b>9. Racial equality</b>	Y	N	<b>No Impact</b>
<b>10. Gender equality</b>	Y	N	<b>No Impact</b>
<b>11. Sexual orientation equality</b>	Y	N	<b>No Impact</b>

12. Gender re-assignment	Y	N	Should toilets be proposed as part a scheme, consideration could be given to gender neutral facilities.	N/A
13. Age equality	Y	N	No Impact	N/A
14. Religion and belief equality	Y	N	No Impact	N/A
15. Pregnancy and maternity equality	Y	N	No impact	N/A
16. Marriage and civil partnership equality	Y	N	No Impact.	N/A
17. Please give details of any other potential impacts on any other group (e.g. those on lower incomes/carers/ex-offenders, armed forces communities) and on promoting good community relations.	None.			
18. If an adverse/negative impact has been identified can it be justified on grounds of promoting equality of opportunity for one group or for any other reason?	Not Applicable.			
19. If there is any difference in the impact of the activity when considered for each of the equality groups listed in 8 – 14 above; how significant is the difference in terms of its nature and the number of people likely to be affected?	Not considered significant. The above will provide a positive impact towards advancing equality.			
20. Could the impact constitute unlawful discrimination in relation to any of the Equality Duties?	Y	N	Not applicable	
21. What further information or data is required to better understand the impact? Where and how can that information be obtained?	Minutes of update meetings plus final feasibility report will show how these sites can provide an impact upon equality.			

<b>22. On the basis of sections 7 – 17 above is a full impact assessment required?</b>	Y	N	The designers for the building are already knowledgeable with designing for different service user groups as outlined above, therefore this should be designed out as part of the design phase for the project.
<b>23. If a full impact assessment is not required; what actions will you take to reduce or remove any potential differential/adverse impact, to further promote equality of opportunity through this activity or to obtain further information or data?</b> Please complete the action plan in full, adding more rows as needed.			
<b>Action</b>	<b>Timescale</b>	<b>Person Responsible</b>	<b>Milestone/Success Criteria</b>
Not applicable			
<b>24. Which service, business or work plan will these actions be included in?</b>	N/A		
<b>25. Please list the current actions undertaken to advance equality or examples of good practice identified as part of the screening?</b>	Feasibility report		
<b>26. Assistant director's signature.</b>	<p>Signature: </p> <p>Date: 21/11/2023</p>		




## Initial Equalities Screening Record Form

<b>Date of Screening: November 2023</b>	<b>Directorate: Delivery</b>	<b>Section: Property</b>
<b>1. Activity to be assessed</b>	Capital PAD for 24/25 Corporate and Schools Planned Maintenance Programme	
<b>2. What is the activity?</b>	<input type="checkbox"/> Policy/strategy <input type="checkbox"/> Function/procedure <input checked="" type="checkbox"/> Project <input type="checkbox"/> Review <input type="checkbox"/> Service <input type="checkbox"/> Organisational change	
<b>3. Is it a new or existing activity?</b>	<input checked="" type="checkbox"/> New <input type="checkbox"/> Existing	
<b>4. Officer responsible for the screening</b>	Alex Bennett	
<b>5. Who are the members of the screening team?</b>	Julian Munday	
<b>6. What is the purpose of the activity?</b>	<p>Schools Planned maintenance programme for 2024/25 the programme is made up 9 projects which include:</p> <p>Garth Hill College - Resurfacing MUGA          Birch Hill Primary School - Flat Coverings and Insulation          Wooden Hill Primary School - Toilet refurbishment          Cranbourne Primary School - Heating system          Meadow Vale Primary School - Boundary          Birch Hill Primary School - Electrical Services          Garth Hill College - Chillers          Ascot Heath School - Flat roof          The Pines School - Flat roof</p> <p>Corporate Planned maintenance programme for 2024/25 the programme is made up 24 projects which include:</p> <p>Time Square - Heating replacement          Time Square - Flue replacement          South Hill Park Arts Centre - Replace ventilation unit          Larchwood - Boiler replacement          Willows CC - Boiler replacement          Great Hollands - Gas upgrade to run 2nd boiler –          The Lookout - Landlord Repairs for external repairs          11-14, 15-18 Priestwood Square - Fire Stopping works          Yoevil Road - Roof replacement          6 Priestwood - Internal refurbishment of communal areas          Look Out (The) - Replace sanitary fittings</p>	

	<p>Westmorland Park Pavilion - LED lighting upgrade  Sandhurst Library - Boiler replacement  Whitegrove Library - Replace ventilation  Look Out (The) - Replace external rubber surface  7 Portman Close - Window upgrade  7 Portman Close - Lighting upgrade  South Hill Park Arts Centre - Replace air conditioning  Birch Hill Library - Electrical Services - Lighting  Magistrates Court - Thermal Improvements  Crowthorne Library - Lighting upgrade  Coral Reef - Landlord Repairs  Bracknell Learning Centre - Landlord Repairs  Downshire Golf Club - Landlord Repairs</p>		
<b>7. Who is the activity designed to benefit/target?</b>	General Public		
<b>Protected Characteristics</b>	<b>Please tick yes or no</b>	<b>Is there an impact?</b> What kind of equality impact may there be? Is the impact positive or adverse or is there a potential for both? If the impact is neutral please give a reason.	
		<b>What evidence do you have to support this?</b> E.g equality monitoring data, consultation results, customer satisfaction information etc Please add a narrative to justify your claims around impacts and describe the analysis and interpretation of evidence to support your conclusion as this will inform members decision making, include consultation results/satisfaction information/equality monitoring data	
<b>8. Disability Equality – this can include physical, mental health, learning or sensory disabilities and includes conditions such as dementia as well as hearing or sight impairment.</b>	<b>Y</b>	<b>N</b>	<b>As part of the feasibility reports, designers are to take into account Part M of the Building Regulations and BS8300. Consideration to be given to colour contrasting and layout to suit people with disabilities.</b>
			<b>Shall be encompassed within design</b>
<b>9. Racial equality</b>	☒	N	No Impact
<b>10. Gender equality</b>	☒	N	No Impact
<b>11. Sexual orientation equality</b>	☒	N	No Impact
<b>12. Gender re-assignment</b>	☒	N	No Impact

<b>13. Age equality</b>	☒	N	No Impact	N/A
<b>14. Religion and belief equality</b>	☒	N	No Impact	N/A
<b>15. Pregnancy and maternity equality</b>	☒	N	No Impact	N/A
<b>16. Marriage and civil partnership equality</b>	☒	N	No Impact	N/A
<b>17. Please give details of any other potential impacts on any other group (e.g. those on lower incomes/carers/ex-offenders, armed forces communities) and on promoting good community relations.</b>	None.			
<b>18. If an adverse/negative impact has been identified can it be justified on grounds of promoting equality of opportunity for one group or for any other reason?</b>	Not Applicable.			
<b>19. If there is any difference in the impact of the activity when considered for each of the equality groups listed in 8 – 14 above; how significant is the difference in terms of its nature and the number of people likely to be affected?</b>	Not considered significant. The above will provide a similar level of accessibility and inclusion as the existing site.			
<b>20. Could the impact constitute unlawful discrimination in relation to any of the Equality Duties?</b>	☒	N	Not applicable	
<b>21. What further information or data is required to better understand the impact? Where and how can that information be obtained?</b>	Minutes of update meetings, and design and specification documentation will show how any equality measures can be achieved.			
<b>22. On the basis of sections 7 – 17 above is a full impact assessment required?</b>	☒	N	The designers for the building are already knowledgeable with designing for different service user groups as outlined above, therefore this should be designed out as part of the design phase for the project.	

**23. If a full impact assessment is not required; what actions will you take to reduce or remove any potential differential/adverse impact, to further promote equality of opportunity through this activity or to obtain further information or data?** Please complete the action plan in full, adding more rows as needed.


Action	Timescale	Person Responsible	Milestone/Success Criteria
Not applicable			
<b>24. Which service, business or work plan will these actions be included in?</b>	N/A		
<b>25. Please list the current actions undertaken to advance equality or examples of good practice identified as part of the screening?</b>	Design and Specification information to be inspected and provided.		
<b>26. Assistant director's signature.</b>	<div style="text-align: center;">  </div> <div style="display: flex; justify-content: space-between;"> <span data-bbox="936 798 1048 821">Signature:</span> <span data-bbox="1697 798 1886 821">Date: 21.11.2023</span> </div>		

## Initial Equalities Screening Record Form

<b>Date of Screening:</b> November 2023	<b>Directorate:</b> Delivery	<b>Section:</b> Property	
<b>1. Activity to be assessed</b>	Capital PAD for 24/25 Depot Site – Refurbishment of existing Block A – Sheds		
<b>2. What is the activity?</b>	<input type="checkbox"/> Policy/strategy <input type="checkbox"/> Function/procedure <input checked="" type="checkbox"/> Project <input type="checkbox"/> Review <input type="checkbox"/> Service <input type="checkbox"/> Organisational change		
<b>3. Is it a new or existing activity?</b>	<input checked="" type="checkbox"/> New <input type="checkbox"/> Existing		
<b>4. Officer responsible for the screening</b>	Alex Bennett		
<b>5. Who are the members of the screening team?</b>	Julian Munday		
<b>6. What is the purpose of the activity?</b>	Replacement of the asbestos roof, shutters and lighting to Block B (previously known as block D)		
<b>7. Who is the activity designed to benefit/target?</b>	BFC staff and contractor based at the Depot Site		
<b>Protected Characteristics</b>	<b>Please tick yes or no</b>	<b>Is there an impact?</b> What kind of equality impact may there be? Is the impact positive or adverse or is there a potential for both? If the impact is neutral please give a reason.	<b>What evidence do you have to support this?</b> E.g equality monitoring data, consultation results, customer satisfaction information etc Please add a narrative to justify your claims around impacts and describe the analysis and interpretation of evidence to support your conclusion as this will inform members decision making, include consultation results/satisfaction information/equality monitoring data
<b>8. Disability Equality – this can include physical, mental health, learning or sensory disabilities and includes conditions such as dementia as well as hearing or sight impairment.</b>	Y	N	<b>As part of the feasibility reports, designers are to take into account Part M of the Building Regulations and BS8300. Consideration to be given to colour contrasting and layout to suit people with disabilities.</b>  <b>Shall be encompassed within design. The facility will not be open to the public. Reasonable Adjustments will be considered for staff In line with the council’s commitment to Equalities Act.</b>
<b>9. Racial equality</b>	Y	N	No disproportionate impact  N/A
<b>10. Gender equality</b>	Y	N	No disproportionate impact  N/A
<b>11. Sexual orientation equality</b>	Y	N	No disproportionate impact  N/A



<b>12. Gender re-assignment</b>	☒	N	No disproportionate impact	N/A
<b>13. Age equality</b>	☒	N	No disproportionate impact	N/A
<b>14. Religion and belief equality</b>	☒	N	No disproportionate impact	N/A
<b>15. Pregnancy and maternity equality</b>	☒	N	No disproportionate impact	N/A
<b>16. Marriage and civil partnership equality</b>	☒	N	No disproportionate impact	N/A
<b>17. Please give details of any other potential impacts on any other group (e.g. those on lower incomes/carers/ex-offenders, armed forces communities) and on promoting good community relations.</b>	None.			
<b>18. If an adverse/negative impact has been identified can it be justified on grounds of promoting equality of opportunity for one group or for any other reason?</b>	Not Applicable.			
<b>19. If there is any difference in the impact of the activity when considered for each of the equality groups listed in 8 – 14 above; how significant is the difference in terms of its nature and the number of people likely to be affected?</b>	The above will provide a similar level of accessibility and inclusion as the existing site, therefore affect is not significant.			
<b>20. Could the impact constitute unlawful discrimination in relation to any of the Equality Duties?</b>	☒	N	Not applicable	
<b>21. What further information or data is required to better understand the impact? Where and how can that information be obtained?</b>	Minutes of update meetings, and design and specification documentation will show how any equality measures can be achieved.			

22. On the basis of sections 7 – 17 above is a full impact assessment required?	☞	N	The designers for the building are already knowledgeable with designing for different service user groups as outlined above, therefore this should be designed out as part of the design phase for the project.
23. If a full impact assessment is not required; what actions will you take to reduce or remove any potential differential/adverse impact, to further promote equality of opportunity through this activity or to obtain further information or data? Please complete the action plan in full, adding more rows as needed.			
Action	Timescale	Person Responsible	Milestone/Success Criteria
Not applicable			
24. Which service, business or work plan will these actions be included in?	N/A		
25. Please list the current actions undertaken to advance equality or examples of good practice identified as part of the screening?	Design and Specification information to be inspected and provided.		
26. Assistant director's signature.	<div style="text-align: center;">  </div> <div style="display: flex; justify-content: space-between;"> <span data-bbox="936 906 1048 933">Signature:</span> <span data-bbox="1693 906 1883 933">Date: 21.11.2023</span> </div>		