

Phase 2b of the South Wokingham Strategic Development Location: Parcel R11

Equality Impact Assessment

17th March 2025

1. An Equality Impact Assessment ('EqIA') is a process designed to ensure that a policy, project, or scheme does not unlawfully discriminate against any protected characteristics. This EqIA has been undertaken to ensure the proposed residential development does not unlawfully discriminate against any protected characteristics under the Equality Act (2010). It is required by Wokingham Borough Council ('WBC') as part of any planning application to meet their public sector Equality Duty within Section 149 of the Equality Act. WBC must consider the impact of their work on the nine protected characteristics under the Equality Act, which are as follows:
 - Age
 - Disability
 - Gender re-assignment
 - Pregnancy and maternity
 - Race
 - Religion or belief
 - Sex
 - Sexual orientation
 - Marriage and civil partnership.
2. It is not considered that the scheme will 'Gender reassignment', 'Race', 'Religion or belief', 'Sexual Orientation' and 'Marriage and civil partnership' protected characteristics have a significant influence upon the interaction with movement and space in context of the proposed development. This assessment assesses the impact of the proposed development against the protected characteristics of Age, Disability, Pregnancy and Maternity, and Sex as defined under the Equality Act. It sets out any required mitigation to resolve potential issues arising from the development proposals.
3. All forms of construction work have the potential to result in noise, vibration, dust, air pollution, light pollution and land contamination. These impacts will be assessed via a separate submission of a Construction Ecological Management Plan for each parcel of the wider development. These impacts are not expected to adversely impact any particular protected characteristic. In the longer term, completion of the proposed development is expected to have a positive impact on all local stakeholders. It has been designed to a suitably inclusive standard and its location provides an excellent connectivity for the entire community which will ensure it is accessible for all.
4. The groups who are likely to be impacted from the construction of the proposed development include but are not limited to: existing and future residents; existing and future businesses; existing and future visitors; and Wokingham Borough Council.
5. The Applicant has undertaken public consultation with various stakeholders prior to the submission of this application. During construction, all stakeholders will be informed of construction timescales including any potential road closures and disruptions. During the application WBC will also undertake public consultation exercise which will include all ward members, town and parish councils, and local residents.

Age	All ages will be equally impacted by the development proposals in the short term and long term, and all will have equal access once completed. In respect of embedded mitigation, the proposed development includes accessible footways, cycleways, and connections to public transport.
Disability	The scheme has been designed in accordance with the Wokingham Highway Design Guide. The hybrid consent requires the submission of the construction details for all highways areas. These will include details of tactile paving and dropped kerbs at all crossing points. Appropriate colours have been chosen for the road finishes to help distinguish between tertiary roads and quieter shared spaces.
Pregnancy and Maternity	Those with the 'Pregnancy and maternity' characteristic may find walking and cycling more difficult and therefore are more likely to drive or travel by taxi or bus. The scheme proposes sufficient allocated and unallocated parking for residents and visitors as well as a series of segregated footpaths within the Site connecting to the approved bus stops on the link road.
Sex	Women may be more hesitant to walk or cycle (especially at night) due to the threat or fear of crime. Appropriate lighting will be provided throughout the link road and there will be appropriate lighting in parking areas and active frontage lighting on the nearby proposed residential development. Pedestrian routes are all well over-looked and adjoin active frontages. They are not enclosed and are visually open with no unsighted area

6. The proposed development meets the requirements of the Equality Act as it has been designed to a suitably inclusive standard and will provide a good level of pedestrian and cycle connectivity which are safe and accessible to all users. Accordingly, the scheme will have a long-term positive impact on the local area.