

Appendix 1: Equality Impact Assessment

Provide basic details

Name of proposal/activity/policy to be assessed:

Adoption of the Town Centre Public Realm Strategy

Directorate: DEGNS – Directorate of Economic Growth and Neighbourhood Services

Service: Planning, Transport and Public Protection

Name: Mark Worringham

Job Title: Planning Policy Manager

Date of assessment: 10/03/2026

Scope your proposal

What is the aim of your policy or new service?

To improve the quality of the public realm in central Reading

Who will benefit from this proposal and how?

The local community will benefit from an improvement in

What outcomes will the change achieve and for whom?

The change will enhance the quality of public realm in the town centre, which will benefit residents, visitors and businesses located in the town centre.

Who are the main stakeholders and what do they want?

Local residents, visitors, shoppers – an attractive, easy to navigate town centre with places to dwell and meet, spaces for events etc.

Local businesses – a public realm that enhances Reading as a visitor destination and increases footfall and dwell time

Assess whether an EIA is Relevant

How does your proposal relate to eliminating discrimination; promoting equality of opportunity; promoting good community relations?

Do you have evidence or reason to believe that some (racial, disability, gender, sexuality, age and religious belief) groups may be affected differently than others? (Think about your monitoring information, research, national data/reports etc)

Yes No

Is there already public concern about potentially discriminatory practices/impact or could there be? Think about your complaints, consultation, feedback.

Yes No

If the answer is **Yes** to any of the above you need to do an Equality Impact Assessment.

If No you **MUST** complete this statement

N/A

Assess the Impact of the Proposal

Your assessment must include:

- **Consultation**
- **Collection and Assessment of Data**
- **Judgement about whether the impact is negative or positive**

Consultation

Relevant groups/experts	How were/will the views of these groups be obtained	Date when contacted
Local residents Local businesses	Through formal consultation in line with the Statement of Community Involvement	January 2025

Collect and Assess your Data

Describe how could this proposal impact on Racial groups No specific impacts are identified. Is there a negative impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> Not sure <input type="checkbox"/>
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Describe how could this proposal impact on Gender/transgender (cover pregnancy and maternity, marriage) No specific impacts are identified. Is there a negative impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> Not sure <input type="checkbox"/>

Describe how could this proposal impact on Disability The proposals in the strategy include reducing clutter, reclaiming road space, and creating more space for pedestrians and cyclists, which will also benefit those with limited mobility, including by making it easier to cross roads and navigate the town centre. Is there a negative impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> Not sure <input type="checkbox"/>
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Describe how could this proposal impact on Sexual orientation (cover civil partnership) No specific impacts are identified. Is there a negative impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> Not sure <input type="checkbox"/>

Describe how could this proposal impact on Age The proposals in the strategy include reducing clutter, reclaiming road space, and creating more space for pedestrians and cyclists, which will also benefit those with limited mobility, including by making it easier to cross roads and navigate the town centre. Is there a negative impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> Not sure <input type="checkbox"/>

Describe how could this proposal impact on Religious belief? No specific impacts are identified. Is there a negative impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> Not sure <input type="checkbox"/>
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Make a Decision

Tick which applies

1. No negative impact identified Go to sign off <input checked="" type="checkbox"/>
2. Negative impact identified but there is a justifiable reason <input type="checkbox"/>

You must give due regard or weight but this does not necessarily mean that the equality duty overrides other clearly conflicting statutory duties that you must comply with.

Reason

N/A

3. Negative impact identified or uncertain

What action will you take to eliminate or reduce the impact? Set out your actions and timescale?

How will you monitor for adverse impact in the future?

Adverse impacts should be highlighted in changes in how streets and spaces in the town centre of Reading are used.

Signed (completing officer) Mark Worringham Date: 10/03/2026

Signed (Lead Officer) Mark Worringham Date: 10/03/2026