

Equality Impact Analysis Initial Screening Tool

Section 1.0: Background Information

Name of Completing Officer:	Steven Heywood		
Date of Initial Screening:	02/11/2020		
Service Area & Directorate:	Strategic Planning, Place		
Head of Service:	Ann Sutcliffe		

Section 2.0: Summary of policy, proposal or activity being screened

Name of policy, proposal or activity:

Spitalfields Neighbourhood Plan – Validation of Submission

What are the aims / objectives of the policy, proposal or activity?

To validate the submission of the Spitalfields Neighbourhood Plan to the Council and confirm that the plan should proceed to consultation and independent examination. The Spitalfields Neighbourhood Plan contains policies on protection of heritage assets, green space and urban greening projects, and the delivery of affordable workspace.



Section 3.0: Equality Impact Analysis Test:

Is there a risk that the policy, proposal or activity being screened disproportionately adversely impacts (directly or indirectly) on any of the groups of people listed below ? Please consider the impact on overall communities, residents and Council employees. This should include people of different:	Yes	No ✓	Comments :
■ Sex		х	
■ Age		х	
■ Race		Х	
 Religion or Philosophical belief 		X	
 Sexual Orientation 		Х	
 Gender re-assignment status 		Х	
 People who have a Disability (Physical, learning difficulties, mental health and medical conditions) 		X	
 Marriage and Civil Partnerships status 		X	
 People who are Pregnant and Maternity 		X	
You should also consider:		х	
 Parents and Carers 			
 Socio and Economic status 			
 People with different Gender Identities e.g. Gender fluid, Non Binary etc. 			

If you have answered **Yes** to one or more of the groups of people listed above, **a full Equality Impact Assessment is required.**

The only exceptions to this are listed in sections 5.1 and 5.2 of this document.



Section 4.0: Justifying Discrimination:

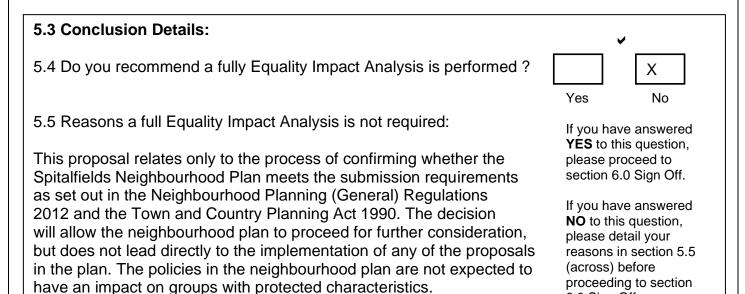
Are all risks of inequalities identified capable of being justified because there is a:

- (i) Genuine Reason for implementation
- (ii) The activity represents a *Proportionate Means* of achieving a *Legitimate Council Aim*
- (iii) There is a Genuine Occupational Requirement for the council to implement this activity

Section 5.0: Conclusion

Before answering the next question, please note that there are generally only two reasons a full Equality Impact Analysis is not required. These are:

- 5.1 The policy, activity or proposal is likely to have **no or minimal impact** on the groups listed in section three of this document.
- 5.2 Any discrimination or disadvantage identified is **capable of being justified** for one or more of the reasons detailed in the previous section of this document.



6.0 Sign Off.



Section 6.0: Sign Off:

iMALEN Signed

..... Date: 09.11.20.....

Name:Marissa Ryan-Hernandez..... Position:Team Leader ...