

# Equality Impact Analysis Screening Tool

## Section 1: Background information

Name of completing officer	Date of screening
Matthew Wong	05/05/2021
Service area and Directorate responsible	
Place – Planning and Building Control	
Approved by (Director / Head of Service)	Date of approval
	Click or tap to enter a date.

The Equality Act 2010 places a ‘General Duty’ on all public bodies to have ‘due regard’ to:

- Eliminating discrimination, harassment and victimisation and any other conduct prohibited under the Act
- Advancing equality of opportunity between those with ‘protected characteristics’ and those without them
- Fostering good relations between those with ‘protected characteristics’ and those without them

This Equality Impact Analysis provides evidence for meeting the Council’s commitment to equality and the responsibilities outlined above. For more information about the Council’s commitment to equality, please visit the Council’s [website](#).

## Section 2: Summary of proposal being screened

For the purpose of this document, ‘proposal’ refers to a policy, function, strategy or project

### **Name of proposal**

**South Poplar Masterplan Supplementary Planning Document (SPD)**

### **The aims/objectives of the proposal**

The South Poplar Masterplan Supplementary Planning Document (SPD) provides supplementary guidance to ensure the vision and objectives set out in the Local Plan and Isle of Dogs and South Poplar Opportunity Area Planning Framework are delivered. South Poplar is a key opportunity and growth area within the borough as highlighted in a number of the Local Plan's site allocation including the sites of North Quay, Billingsgate Market and Aspen Way.

The project's main objective is to help ensure that South Poplar shares in the benefits of good growth, improved transport capacity and connectivity, be provided with social infrastructure alongside development, benefit from joined up development across different land ownership and be protected against the construction impacts of future developments. The masterplan will allow a robust and deliverable framework for development to come forward which will address physical and social barriers and contribute toward the Council's growth priorities. It will also enable stakeholders, such as residents, Members, developers and officers, to better understand the South Poplar area, its complexities and opportunities. The masterplan will help in facilitating comprehensive development whilst also ensuring that practical requirements are deliverable and viable.

## Section 3: Equality Impact Analysis screening

<p>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 ?</p> <p>Please consider the impact on overall communities, residents, service users and Council employees.</p> <p>This should include people of different:</p>	Yes	No	Comments
<ul style="list-style-type: none"> <li>▪ <b>Sex</b></li> </ul>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	The SPD will not have any adverse impact on sex.
<ul style="list-style-type: none"> <li>▪ <b>Age</b></li> </ul>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	The SPD will not have any adverse impact on age.
<ul style="list-style-type: none"> <li>▪ <b>Race</b></li> </ul>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	The SPD will not have any adverse impact on race.
<ul style="list-style-type: none"> <li>▪ <b>Religion or Philosophical belief</b></li> </ul>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	The SPD will not have any adverse impact on religion or philosophical belief.
<ul style="list-style-type: none"> <li>▪ <b>Sexual Orientation</b></li> </ul>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	The SPD will not have any adverse impact on sexual orientation.
<ul style="list-style-type: none"> <li>▪ <b>Gender re-assignment status</b></li> </ul>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	The SPD will not have any adverse impact on gender re-assignment status.
<ul style="list-style-type: none"> <li>▪ People who have a <b>Disability</b> (physical, learning difficulties, mental health and medical conditions)</li> </ul>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	The SPD will not have any adverse impact on people who have a disability.
<ul style="list-style-type: none"> <li>▪ <b>Marriage and Civil Partnerships</b> status</li> </ul>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	The SPD will not have any adverse impact on Marriage and Civil Partnerships status.
<ul style="list-style-type: none"> <li>▪ People who are <b>Pregnant</b> and on <b>Maternity</b></li> </ul>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	The SPD will not have any adverse impact on People who are Pregnant and on Maternity
<p>You should also consider:</p> <ul style="list-style-type: none"> <li>▪ <b>Parents and Carers</b></li> </ul>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<p>The SPD will not have any adverse impact on Parents and Carers or people with different Gender Identities.</p> <p>By providing guidance for the delivery of improved and new connections, new areas of open space and further opportunity for</p>

<ul style="list-style-type: none"> <li>▪ <b>Socio-economic</b> status</li> <li>▪ People with different <b>Gender Identities</b> e.g. Gender fluid, Non-binary etc.</li> <li>▪ Other</li> </ul>			<p>housing, employment and leisure, the SPD is considered to have a positive socio-economic impact for the area.</p>
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If you have answered **Yes** to one or more of the groups of people listed above, **a full Equality Impact Analysis is required**. The only exceptions to this is if you can 'justify' the discrimination (Section 4). **If there are equality impacts on Council staff please complete the restructure equality impact analysis on the [‘Organisational change process’ pages of the intranet](#).**

## Section 4: Justifying discrimination

Are all risks of inequalities identified capable of being justified because there is a:	
(i) <i>Genuine Reason</i> for implementation	<input type="checkbox"/>
(ii) The activity represents a <i>Proportionate Means</i> of achieving a <i>Legitimate Council Aim</i>	<input type="checkbox"/>
(iii) There is a <i>Genuine Occupational Requirement</i> for the council to implement this activity	<input type="checkbox"/>

## Section 5: 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:

- The policy, activity or proposal is likely to have **no or minimal impact** on the groups listed in section three of this document.
- 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.

### Conclusion details

Based on your screening does a full Equality Impact Analysis need to be performed?

Yes	No
<input type="checkbox"/>	<input checked="" type="checkbox"/>

If you have answered **YES** to this question, please complete a full Equality Impact Analysis for the proposal

If you have answered **NO** to this question, please detail your reasons in the 'Comments' box below

Comments
<p>The SPD aims to provide South Poplar with a cohesive mix of housing, employment and community uses within distinctive, inclusive and vibrant neighbourhoods. By 2031, it is envisaged that South Poplar will be successfully integrated with the neighbouring areas within the Isle of Dogs capitalising on the opportunities within Canary Wharf and Blackwall. The SPD will assist in bringing forward new and improved connections, new areas of green and open space, uses and activities which encourage community cohesion and opportunity for new housing, employment and leisure.</p> <p>The SPD does not create any new policies, the SPD will provide additional guidance in the interpretation of existing policies, designations and allocations within the Tower Hamlets Local Plan. The Local Plan has been supported with an Integrated Impact Assessment and as the SPD is directly linked to the Local Plan, it will not disproportionately adversely impact on any of the groups described in the table in Section 3. To conclude, as the screening portrays, there is no need for a full Equality Impact Analysis.</p>