

Equality Impact Analysis Screening Tool

Section 1: Background information

Name of completing officer	Date of screening
Mariana Schiller / Michael Ritchie	03/03/2021
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.

Central Area Good Growth Supplementary Planning Document

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
Central Area Good Growth Supplementary Planning Document (SPD)
The aims/objectives of the proposal
<p>The Central Area Good Growth SPD sets out design guidelines for small-scale housing developments in the central part of the borough. As an SPD, it links back directly to the policies contained in the Tower Hamlets Local Plan and it provides additional guidance to policies, in particular those relating to design and heritage. The SPD has the following aims and objectives/project stages.</p> <p>Aims</p> <ul style="list-style-type: none">- Provide guidance to help deliver housing growth- Help to ensure new developments respect and enhance the well-established character of the Central Area- Encourage good quality, sustainable housing- Allow for a variety of housing solutions and promote innovation where possible- Support those involved in putting forward development proposals by providing more certainty on the council's design aspirations- Describe the character and buildings of the Central Area to inform context-led design <p>Objectives/project stages</p> <ul style="list-style-type: none">- Produce an Urban Characterisation Study. This study looks at existing housing typologies and other urban design considerations such as street pattern, transport accessibility and townscape. These inform the SPD's design guidelines.- Map small sites in the Central Area. This identification work maps all sites under 0.25 hectares in the Central Area and compiles them into different site typologies to inform the SPD's design guidelines.- Understand the decision-making process that leads to the grant of permission or refusal for small-scale residential development in small sites.- Produce design guidelines for small-scale residential developments in small sites in the Central Area.

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"> ▪ Sex 	<input type="checkbox"/>	<input checked="" type="checkbox"/>	The design guidelines provided by the SPD will not have any adverse impact on sex.
<ul style="list-style-type: none"> ▪ Age 	<input type="checkbox"/>	<input checked="" type="checkbox"/>	The design guidelines provided by the SPD will not have any adverse impact on age.
<ul style="list-style-type: none"> ▪ Race 	<input type="checkbox"/>	<input checked="" type="checkbox"/>	The design guidelines provided by the SPD will not have any adverse impact on race.
<ul style="list-style-type: none"> ▪ Religion or Philosophical belief 	<input type="checkbox"/>	<input checked="" type="checkbox"/>	The design guidelines provided by the SPD will not have any adverse impact on religion or philosophical belief.
<ul style="list-style-type: none"> ▪ Sexual Orientation 	<input type="checkbox"/>	<input checked="" type="checkbox"/>	The design guidelines provided by the SPD will not have any adverse impact on sexual orientation.
<ul style="list-style-type: none"> ▪ Gender re-assignment status 	<input type="checkbox"/>	<input checked="" type="checkbox"/>	The design guidelines provided by the SPD will not have any adverse impact on gender re-assignment status.
<ul style="list-style-type: none"> ▪ People who have a Disability (physical, learning difficulties, mental health and medical conditions) 	<input type="checkbox"/>	<input checked="" type="checkbox"/>	By providing design guidelines to support high-quality residential developments, the SPD will encourage the delivery of accessible units, therefore having a positive impact on disability.
<ul style="list-style-type: none"> ▪ Marriage and Civil Partnerships status 	<input type="checkbox"/>	<input checked="" type="checkbox"/>	The design guidelines provided by the SPD will not have any adverse impact on Marriage and Civil Partnerships status.
<ul style="list-style-type: none"> ▪ People who are Pregnant and on Maternity 	<input type="checkbox"/>	<input checked="" type="checkbox"/>	The design guidelines provided by the SPD will not have any adverse impact on People who are Pregnant and on Maternity
<p>You should also consider:</p>			The design guidelines provided by the SPD will not have any adverse impact on Parents

<ul style="list-style-type: none"> ▪ Parents and Carers ▪ Socio-economic status ▪ People with different Gender Identities e.g. Gender fluid, Non-binary etc. ▪ Other 	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<p>and Carers or people with different Gender Identities. By providing design guidelines to support and manage growth in the Central Area, the SPD will encourage the delivery of more homes close to transport links, amenity spaces and town centres, therefore having a positive socio-economic impact. In addition, the SPD will encourage the delivery of high-quality homes which in turn has in itself a positive socio-economic impact.</p>
---	--------------------------	-------------------------------------	---

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
The Central Area Good Growth SPD is a document that sets out design guidelines for new small-scale housing developments in small sites in the central part of the borough. It does not create new policies, but rather it provides additional guidance to interpreting existing policies in the Tower Hamlets Local Plan. The latter has undergone an Integrated Impact Assessment and as the SPD links back directly 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 not a need for a full Equality Impact Analysis for the proposal.