

# Equality Impact Analysis Screening Tool

## Section 1: Background information

Name of completing officer	Date of screening
Michael Ritchie	03/09/2021
Service area and Directorate responsible	
Place Shaping, Strategic Planning, Planning and Building Control, Place	
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**

Character appraisals and management plans for five conservation areas in and around Whitechapel.

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

Character Appraisals and Management Plans [CAMPs] provide a detailed description of a conservation area's architectural and historic character and set out guidelines on how this character should be preserved and enhanced in the context of appropriate ongoing change. Once adopted, the documents serve as planning guidance and are a material consideration in the determination of planning decisions. The documents do not create new policy, but provide guidance on the implementation of policies in the Tower Hamlets Local Plan 2031 in relation to future growth and the preservation and enhancement of the historic environment.

# DRAFT

## 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 CAMPs 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 CAMPs 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 CAMPs 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 CAMPs 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 CAMPs 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 CAMPs 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"/>	<p>The CAMPs will not have any adverse impact on people who have a disability.</p> <p>Some works to improve access to buildings in conservation areas may not be permitted due to the potential for harm to the historic environment. Each case is considered on its own merits, but these CAMPs are not considered to have an impact on this issue.</p>
<ul style="list-style-type: none"> <li>▪ <b>Marriage and Civil Partnerships</b> status</li> </ul>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	The CAMPs 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 CAMPs will not have any adverse impact on People who are Pregnant and on Maternity
You should also consider: <ul style="list-style-type: none"> <li>▪ <b>Parents</b> and <b>Carers</b></li> <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>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	The CAMPs will not have any adverse impact on Parents and Carers or people with different Gender Identities.

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 CAMPs provide a detailed description of a conservation area's architectural and historic character and set out guidelines on how this character should be preserved and enhanced in the context of appropriate ongoing change. They seek to improve the physical environment of the conservation areas for the benefit of everyone.</p> <p>The CAMPs do not create new policies but do provide additional guidance to help interpret existing policies in the Tower Hamlets Local Plan 2031. 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 identifies that there is not a need for a full Equality Impact Analysis for the proposal.</p>