

Equality Impact Analysis Screening Tool

Section 1: Background information

Name of completing officer	Date of screening
Steven Heywood	18/05/2022
Service area and Directorate responsible	
Strategic Planning, Place Directorate	
Approved by (Director / Head of Service)	Date of approval
Jennifer Peters	01/06/2022

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
Roman Road Bow Neighbourhood Plan Examiner's Report
The aims/objectives of the proposal
The proposal is to accept the recommendations of the examiner's report on the Roman Road Bow Neighbourhood Plan, which is to modify the plan and send it to referendum. If this referendum is successful, the plan will be adopted.

Section 3: Equality Impact Analysis screening

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, service users and Council employees. This should include people of different:	Yes	No	Comments
▪ Sex	<input type="checkbox"/>	<input checked="" type="checkbox"/>	There are no policies in the plan that are expected to have a specific impact on this protected characteristic.
▪ Age	<input type="checkbox"/>	<input checked="" type="checkbox"/>	The plan emphasises the need to improve walking and cycling facilities in the area, but is clear that this should not be to the detriment of older people (who may have reduced mobility and therefore require greater use of motorised vehicles) being able to access the whole of the area.
▪ Race	<input type="checkbox"/>	<input checked="" type="checkbox"/>	There are no policies in the plan that

			are expected to have a specific impact on this protected characteristic.
<ul style="list-style-type: none"> ▪ Religion or Philosophical belief 	<input type="checkbox"/>	<input checked="" type="checkbox"/>	There are no policies in the plan that are expected to have a specific impact on this protected characteristic.
<ul style="list-style-type: none"> ▪ Sexual Orientation 	<input type="checkbox"/>	<input checked="" type="checkbox"/>	There are no policies in the plan that are expected to have a specific impact on this protected characteristic.
<ul style="list-style-type: none"> ▪ Gender re-assignment status 	<input type="checkbox"/>	<input checked="" type="checkbox"/>	There are no policies in the plan that are expected to have a specific impact on this protected characteristic.
<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"/>	The plan emphasises the need to improve walking and cycling facilities in the area, but is clear that this should not be to the detriment of people with disabilities being able to access the whole of the area. Policies emphasise the importance of blue badge parking and the need to improve accessibility through measures such as dropped kerbs and tactile paving.
<ul style="list-style-type: none"> ▪ Marriage and Civil Partnerships status 	<input type="checkbox"/>	<input checked="" type="checkbox"/>	There are no policies in the plan that are expected to have a specific impact on this protected characteristic.
<ul style="list-style-type: none"> ▪ People who are Pregnant and on Maternity 	<input type="checkbox"/>	<input checked="" type="checkbox"/>	There are no policies in the plan that are expected to have a specific impact on this protected characteristic.
<p>You should also consider:</p> <ul style="list-style-type: none"> ▪ Parents and Carers ▪ Socio-economic status ▪ People with different Gender Identities e.g. Gender fluid, 	<input type="checkbox"/>	<input checked="" type="checkbox"/>	There are no policies in the plan that are expected to have a specific impact on people within these groups.

Non-binary etc.			
▪ Other			

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
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<input type="checkbox"/>	<input checked="" type="checkbox"/>
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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 neighbourhood plan has been assessed to be in conformity with the development plan, including the Local Plan and the London Plan, both of which were extensively assessed for equalities implications before being adopted. A plan that is in conformity with these two documents is therefore unlikely to have a greater impact on people with protected characteristics. The policies of the plan will be applied equally across the whole designated neighbourhood plan area, so should not have a disproportionate effect on people with particular protected characteristics. There are policies and actions within the plan to improve cycling and walking facilities, but these simply reinforce the existing Local Plan policies and approaches and do not attempt to achieve their aim by restricting the ability of motorists to drive – and therefore will not have a disproportionate impact on those who rely more heavily on cars for travel, such as people with disabilities or some older people with mobility restrictions.