

# Equality Impact Analysis Screening Tool

## Section 1: Background information

Name of completing officer	Date of screening
Marc Acton Fillion	01/12/2022
Service area and Directorate responsible	
Strategic Planning, Place Directorate	
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
Roman Road Bow Neighbourhood Forum Redesignation
The aims/objectives of the proposal
The proposal is to redesignate the Roman Road Bow Neighbourhood Forum as the Neighbourhood Forum for the Roman Road Bow Neighbourhood Planning Area.

### 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
▪ <b>Sex</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	The forum does not exclude members on the basis of sex.
▪ <b>Age</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	The forum does not exclude members on the basis of age.
▪ <b>Race</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	The forum does not exclude members on the basis of race.
▪ <b>Religion or Philosophical belief</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	The forum does not exclude members on the basis of religion or philosophical belief.
▪ <b>Sexual Orientation</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	

			The forum does not exclude members on the basis of sexual orientation.
<ul style="list-style-type: none"> <li>▪ <b>Gender re-assignment</b> status</li> </ul>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	The forum does not exclude members on the basis of gender reassignment 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 forum does not exclude 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 forum does not exclude members on the basis of marriage and civil partnership 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 forum does not exclude 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> <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"/>	This proposal is unlikely to have any impacts on people with these characteristics.

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
Given that this decision is to redesignate a forum that has already been in place for several years, it is unlikely to give rise to any equalities impacts. The forum has not displayed any evidence of discriminatory behaviour.