

Equality Impact Analysis Screening Tool

Section 1: Background information

Name of completing officer	Date of screening
Marc Acton Fillion	24/06/2024
Service area and Directorate responsible	
Strategic Planning, Housing and Regeneration Directorate	
Approved by (Director / Head of Service)	Date of approval
Marissa Ryan-Hernandez (Strategic Planning Head of Service)	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
Spitalfields and Banglatown SPD adoption
The aims/objectives of the proposal
The proposal is to adopt the Spitalfields and Banglatown SPD, which would then become a material planning consideration in assessing applications in the Spitalfields and Banglatown 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 ?	Yes	No	Comments
<p>Please consider the impact on overall communities, residents, service users and Council employees.</p> <p>This should include people of different:</p>			
<ul style="list-style-type: none"> ▪ Sex 	<input type="checkbox"/>	<input checked="" type="checkbox"/>	There are no points within the SPD that are likely to have a disproportionate impact on people of different sex.
<ul style="list-style-type: none"> ▪ Age 	<input type="checkbox"/>	<input checked="" type="checkbox"/>	There are no points within the SPD that are likely to have a disproportionate impact on people based on their age.
<ul style="list-style-type: none"> ▪ 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"/>	There are no points within the SPD that are likely to have a disproportionate impact this protected characteristic.
<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, Non-binary etc. ▪ Other 	<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.

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 SPD provides guidance to support policies within the adopted Local Plan. The Local Plan was subject to a detailed Equalities Impact Assessment which found that its policies would not have any negative impacts on people with protected characteristics.