



Equality Impact Analysis Initial Screening Tool

Section 1.0: Background Information

Name of Completing Officer:	Steven Heywood
Date of Initial Screening:	02/11/2020
Service Area & Directorate:	Strategic Planning, Place
Head of Service:	Ann Sutcliffe

Section 2.0: Summary of policy, proposal or activity being screened

Name of policy, proposal or activity:
Spitalfields Neighbourhood Plan – Validation of Submission
What are the aims / objectives of the policy, proposal or activity?
<p>To validate the submission of the Spitalfields Neighbourhood Plan to the Council and confirm that the plan should proceed to consultation and independent examination. The Spitalfields Neighbourhood Plan contains policies on protection of heritage assets, green space and urban greening projects, and the delivery of affordable workspace.</p>



Section 3.0: Equality Impact Analysis Test:

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 and Council employees. This should include people of different:	Yes	No	Comments :
<ul style="list-style-type: none"> ▪ Sex 		X	
<ul style="list-style-type: none"> ▪ Age 		X	
<ul style="list-style-type: none"> ▪ Race 		X	
<ul style="list-style-type: none"> ▪ Religion or Philosophical belief 		X	
<ul style="list-style-type: none"> ▪ Sexual Orientation 		X	
<ul style="list-style-type: none"> ▪ Gender re-assignment status 		X	
<ul style="list-style-type: none"> ▪ People who have a Disability (Physical, learning difficulties, mental health and medical conditions) 		X	
<ul style="list-style-type: none"> ▪ Marriage and Civil Partnerships status 		X	
<ul style="list-style-type: none"> ▪ People who are Pregnant and Maternity 		X	
<p>You should also consider:</p> <ul style="list-style-type: none"> ▪ Parents and Carers ▪ Socio and Economic status ▪ People with different Gender Identities e.g. Gender fluid, Non Binary etc. 		X	

If you have answered **Yes** to one or more of the groups of people listed above, **a full Equality Impact Assessment is required.**

The only exceptions to this are listed in sections 5.1 and 5.2 of this document.



Section 4.0: Justifying Discrimination:

Are all risks of inequalities identified capable of being justified because there is a:

- (i) *Genuine Reason* for implementation
- (ii) The activity represents a *Proportionate Means* of achieving a *Legitimate Council Aim*
- (iii) There is a *Genuine Occupational Requirement* for the council to implement this activity

Section 5.0: 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:

- 5.1 The policy, activity or proposal is likely to have **no or minimal impact** on the groups listed in section three of this document.
- 5.2 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.

5.3 Conclusion Details:

5.4 Do you recommend a fully Equality Impact Analysis is performed ?

Yes

No

5.5 Reasons a full Equality Impact Analysis is not required:

This proposal relates only to the process of confirming whether the Spitalfields Neighbourhood Plan meets the submission requirements as set out in the Neighbourhood Planning (General) Regulations 2012 and the Town and Country Planning Act 1990. The decision will allow the neighbourhood plan to proceed for further consideration, but does not lead directly to the implementation of any of the proposals in the plan. The policies in the neighbourhood plan are not expected to have an impact on groups with protected characteristics.

If you have answered **YES** to this question, please proceed to section 6.0 Sign Off.

If you have answered **NO** to this question, please detail your reasons in section 5.5 (across) before proceeding to section 6.0 Sign Off.



Section 6.0: Sign Off:

Signed *Marissa Ryan-Hernandez* Date: 09.11.20.....

Name:Marissa Ryan-Hernandez..... Position:Team Leader ...