



Equality Impact Analysis Initial Screening Tool

Section 1.0: Background Information

Name of Completing Officer:	Steven Heywood
Date of Initial Screening:	10/12/2020
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:
Neighbourhood Planning: Determination of Spitalfields Neighbourhood Forum Application
What are the aims / objectives of the policy, proposal or activity?
To assess an application for a neighbourhood forum designation in the Spitalfields Neighbourhood Planning Area.



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 ?	Yes	No	Comments :
<p>Please consider the impact on overall communities, residents and Council employees.</p> <p>This should include people of different:</p>	✓	✓	
<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	For all characteristics: the Forum has adopted a written constitution that allows membership for all people who live, work, carry out business, or are elected representatives of the neighbourhood planning area, without discriminating against any of the protected characteristics or the additional characteristics considered through this tool.

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:

The proposal related to the designation of a neighbourhood forum. The proposed forum has a written constitution that allows membership to all people with a geographical link to the relevant area, without discriminating against any of the protected characteristics. It is therefore expected that there will be no impact on any groups with protected characteristics as a result of this proposal.

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

Date:

Name:

Position: