

# Equality Impact Analysis Screening Tool

## Section 1: Background information

Name of completing officer	Date of screening
Patrick Harmsworth	05/05/2021
Service area and Directorate responsible	
Place – Planning and Building Control	
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

<b>Name of proposal</b>
<b>QMUL Mile End Campus Supplementary Planning Document (SPD)</b>
<b>The aims/objectives of the proposal</b>
<p>The QMUL Mile End Campus Supplementary Planning Document (SPD) is a masterplan document which provides guidance to inform the future growth and development of the Queen Mary University London (QMUL) Mile End Campus; and to provide guidance on the implementation of policies in the Tower Hamlets Local Plan 2031 in relation to future growth.</p> <p>It is the aim of the SPD to ensure that future development on the campus is considered in the context of a site-wide masterplan in order to enhance the quality of the estate while strengthening the public realm; providing appropriate building mass and height; improving pedestrian and cycle connectivity; enhancing the setting of heritage assets; integrating the campus more successfully with its surroundings; and creating a more welcoming campus environment. The SPD also considers how the growth of the campus can maximise community benefits, biodiversity opportunities and environmental sustainability.</p>

## Section 3: Equality Impact Analysis screening

<p>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 ?</p> <p>Please consider the impact on overall communities, residents, service users and Council employees.</p> <p>This should include people of different:</p>	Yes	No	Comments
<ul style="list-style-type: none"> <li>▪ <b>Sex</b></li> </ul>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	The SPD will not have any adverse impact on sex.
<ul style="list-style-type: none"> <li>▪ <b>Age</b></li> </ul>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	The SPD will not have any adverse impact on age.
<ul style="list-style-type: none"> <li>▪ <b>Race</b></li> </ul>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	The SPD will not have any adverse impact on race.
<ul style="list-style-type: none"> <li>▪ <b>Religion or Philosophical belief</b></li> </ul>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<p>The SPD will not have any adverse impact on religion or philosophical belief.</p> <p>It is recognised in the SPD that an increasing student population will require greater investment in on-campus faith space.</p>
<ul style="list-style-type: none"> <li>▪ <b>Sexual Orientation</b></li> </ul>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	The SPD will not have any adverse impact on sexual orientation.
<ul style="list-style-type: none"> <li>▪ <b>Gender re-assignment status</b></li> </ul>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	The SPD will not have any adverse impact on gender re-assignment 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 SPD will not have any adverse impact on people who have a disability. The SPD sets out guidelines for several new university buildings, student accommodation, and significant public realm improvements, all of which have the opportunity to improve the physical environment for people with 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 SPD will not have any adverse impact on Marriage and Civil Partnerships 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 SPD will not have any adverse impact on People who are Pregnant and on Maternity
<p>You should also consider:</p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	The SPD will not have any adverse impact on Parents and Carers or people with different Gender Identities.

<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>			<p>By providing guidelines for the delivery of a significant amount of new university teaching space and student accommodation, the SPD is considered to have a positive socio-economic impact for the area.</p> <p>Furthermore, the SPD aims to facilitate and foster a much greater connection between the university and local community through various initiatives and new facilities, which, if realised would also have a positive socio-economic impact.</p>
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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
<p>The SPD seeks improve the physical environment of the campus, be that public realm improvements, new local connections or including the quality of facilities to be used by students, university staff or the public. The SPD is also an opportunity for the university to reintegrate with its neighbours by expanding community programmes, creating a more welcoming campus environment, and providing tangible public benefits such as community spaces or canal-side amenity spaces.</p> <p>It does not create new policies, but rather it provides additional guidance to interpreting existing policies in the Tower Hamlets Local Plan. The latter has undergone an Integrated Impact Assessment and as the SPD links back directly to the Local Plan, it will not disproportionately adversely impact on any of the groups described in the table in Section 3. To conclude, as the screening portrays, there is not a need for a full Equality Impact Analysis for the proposal.</p>