

Equality Impact Analysis Screening Tool

Section 1: Background information

Name of completing officer	Date of screening
Steven Heywood	14/07/2021
Service area and Directorate responsible	
Planning and Building Control, Place Directorate	
Approved by (Director / Head of Service)	Date of approval
Jennifer Peters	21/07/2021

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 Neighbourhood Plan Examiner's Report and Referendum
The aims/objectives of the proposal
To agree with the Examiner's Report on the Spitalfields Neighbourhood Plan that the plan should be sent to a public referendum and, if supported by a majority of those voting, be adopted by the Council as part of the Development Plan for the 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
Please consider the impact on overall communities, residents, service users and Council employees. This should include people of different:			
▪ Sex	<input type="checkbox"/>	<input checked="" type="checkbox"/>	The neighbourhood plan is unlikely to negatively impact people of any particular sex
▪ Age	<input type="checkbox"/>	<input checked="" type="checkbox"/>	The neighbourhood plan is unlikely to negatively impact people of particular ages. It may have some benefits for younger people through protecting playspace in the area at the Chicksand Street Ghat.
▪ Race	<input type="checkbox"/>	<input checked="" type="checkbox"/>	The neighbourhood plan is unlikely to negatively impact people of any particular race. The plan notes the importance of particular elements

			of the built environment to the Bangladeshi community, and protects these features.
<ul style="list-style-type: none"> ▪ Religion or Philosophical belief 	<input type="checkbox"/>	<input checked="" type="checkbox"/>	The neighbourhood plan is unlikely to negatively impact people that hold any particular religious or philosophical beliefs.
<ul style="list-style-type: none"> ▪ Sexual Orientation 	<input type="checkbox"/>	<input checked="" type="checkbox"/>	The neighbourhood plan is unlikely to negatively impact people of any particular sexual orientation.
<ul style="list-style-type: none"> ▪ Gender re-assignment status 	<input type="checkbox"/>	<input checked="" type="checkbox"/>	The neighbourhood plan is unlikely to negatively impact people of any particular gender status.
<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"/>	The neighbourhood plan is unlikely to negatively impact people who have a disability. The plan notes the importance of repairing street surfaces to a high level, which may benefit some people with mobility impairments.
<ul style="list-style-type: none"> ▪ Marriage and Civil Partnerships status 	<input type="checkbox"/>	<input checked="" type="checkbox"/>	The neighbourhood plan is unlikely to negatively impact on people with particular marriage or civil partnership status.
<ul style="list-style-type: none"> ▪ People who are Pregnant and on Maternity 	<input type="checkbox"/>	<input checked="" type="checkbox"/>	The neighbourhood plan is unlikely to negatively impact on people who are pregnant or on maternity.
<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"/>	The neighbourhood plan is unlikely to negatively impact on any of these groups. The protection of open spaces including the City Farm may help to provide spaces for children to play and learn, which could indirectly benefit parents and carers. The provision of additional affordable workspace in the area may benefit people of lower socio-economic status by opening up economic opportunities for them.

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 proposal would lead to a referendum on the neighbourhood plan and the possible adoption of it as a formal part of the Development Plan if the referendum is successful. It has been assessed that the implementation of the neighbourhood plan in this manner is unlikely to have any significant negative effects on any of the protected groups, and may have some benefits for some of the groups.