

Equality Impact Analysis Screening Tool

Section 1: Introduction

Name of proposal
For the purpose of this document, 'proposal' refers to a policy, function, strategy or project Code of Construction Practice
Service area and Directorate responsible
Infrastructure Planning, Planning & Building Control
Name of completing officer
Hannah Horton, Development Coordination Manager
Head of Service
Matthew Pullen, Head of Infrastructure Planning

The Equality Act 2010 places a 'General Duty' on all public bodies to have 'due regard' to the need to:

- Eliminate discrimination, harassment and victimisation and any other conduct prohibited under the Act
- Advance equality of opportunity between those with 'protected characteristics' and those without them
- Foster 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

Describe the proposal including the relevance of proposal to the general equality duties and protected characteristics under the Equality Act 2010

The Code of Construction Practice sets out the Council's expectations around how construction sites are managed. The Code of Construction Practice has been updated to align with latest

legislation, policy and best practice guidelines. There have been two rounds of public consultation to ensure all residents have been given the opportunity to input.

One key focus for this review has been to improve accessibility around construction sites and the Development Coordination Team have been working closely with the Transport for London Accessibility Working Group to ensure best practice street layout practices are adopted and communicated effectively to all residents including those with visual and mobility impairments.

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"> ▪ Sex 	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Development construction impacts are likely to have comparable effects for all genders. As such the benefits of better co-ordination of development delivery will be uniformly shared.
<ul style="list-style-type: none"> ▪ Age 	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Development construction impacts are likely to have comparable effects for all ages. As such the benefits of better co-ordination of development delivery will be uniformly shared.
<ul style="list-style-type: none"> ▪ Race 	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Development construction impacts are likely to have comparable effects for all races. As such the benefits of better co-ordination of development delivery will be uniformly shared.
<ul style="list-style-type: none"> ▪ Religion or Philosophical belief 	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Development construction impacts are likely to have comparable effects for all religions and philosophical beliefs. As such the benefits of better co-ordination

			of development delivery will be uniformly shared.
<ul style="list-style-type: none"> ▪ Sexual Orientation 	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Development construction impacts are likely to have comparable effects for all sexual orientations. As such the benefits of better co-ordination of development delivery will be uniformly shared.
<ul style="list-style-type: none"> ▪ Gender re-assignment status 	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Development construction impacts are likely to have comparable effects for all genders. As such the benefits of better co-ordination of development delivery will be uniformly shared.
<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"/>	Any temporary changes to street layout as a result of construction can have a disproportionate impact on those with mobility impairments. This programme will review the way the Council manages and communicates changes to street layout and this will benefit all residents, but particularly those with mobility impairments.
<ul style="list-style-type: none"> ▪ Marriage and Civil Partnerships status 	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Development construction impacts are likely to have comparable effects for all marriage and civil partnerships status'. As such the benefits of better co-ordination of development delivery will be uniformly shared.
<ul style="list-style-type: none"> ▪ People who are Pregnant and on Maternity 	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Development construction impacts are likely to have comparable effects for all who are pregnant or on maternity. As such the benefits of better co-ordination of development delivery will be uniformly shared.
<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. 	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Development construction impacts are likely to have comparable effects for all. As such the benefits of better co-ordination of development delivery will be uniformly shared.

▪ Other			
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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 exception to this is if you can 'justify' the discrimination (Section 4).

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 checked="" 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 screening found that no groups would have any disproportionate adverse impacts (directly or indirectly).

Furthermore, any temporary changes to street layout as a result of construction can have a disproportionate impact on those with mobility impairments. This programme will review and seek to improve the way the Council manages and communicates changes to street layout and this will benefit all residents, but particularly those with mobility impairments.