

# Equality Impact Analysis Screening Tool

## Section 1: Introduction

<b>Name of proposal</b> For the purpose of this document, 'proposal' refers to a policy, function, strategy or project
<b>Markets Designation</b>
<b>Service area and Directorate responsible</b>
<b>Parking, mobility and market services, Public Realm, Communities Directorate</b>
<b>Name of completing officer</b>
<b>Damian Patchell – Markets &amp; Street Trading Manager</b>
<b>Head of Service</b>
<b>Damian Patchell – Markets &amp; Street Trading Manager; Michael Darby – Head of parking, mobility and markets</b>

**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 council proposes to make markets improvements to Columbia Road Market, Watney Market and Whitechapel Market. Specifically, the proposal is to increase the Pitch sizes at all three locations and make permanent the market layout, spacing and extension of

Columbia Road market that was brought in in 2020, extending it to Ravenscroft and Gosset Streets.

The report recommends formalising informal and temporary measures, custom and practice, there is no change to existing set up being proposed in the report.

The markets improvements described in the report to Full Council were put in place in 2020 as a response to the Covid-19 emergency. The council responded to national guidance issued to support councils to ensure that markets could operate in a covid secure way.

The proposal supports the council to the sustainability of street markets. The proposals reflect the changing need of our community who want to feel welcomed, safe, accommodated and valued. Post Covid the setup of Columbia Road market was restrictive for pedestrians trying to access the shops, risking their viability.

The market is now less stall dense, meaning it is easier for free flow of pedestrian movement, particularly for residents who may have mobility difficulties, for example older people, disabled people, people with children and buggies.

The proposals to install gazebos at Watney market will have a positive impact on stall holders and market users alike. The gazebos will provide shelter and provide an improved visual impression of the markets which may increase footfall and ensure the borough's markets remain viable.

The council does not hold information on market traders by protected characteristic.

There is no direct or indirect disproportionate impact of these proposals to market traders based on any protected characteristics.

### 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> <th data-bbox="608 1503 703 2011">Yes</th> <th data-bbox="703 1503 818 2011">No</th> <th data-bbox="818 1503 1482 2011">Comments</th>	Yes	No	Comments
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▪ <b>Sex</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
▪ <b>Age</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	There will be a positive impact of formalising the improvements to the layout and extension of the Columbia Road market. The proposal will provide more free flow space which would be particularly beneficial for residents who are older who may have mobility problems.
▪ <b>Race</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
▪ <b>Religion or Philosophical belief</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
▪ <b>Sexual Orientation</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
▪ <b>Gender re-assignment status</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
▪ People who have a <b>Disability</b> (physical, learning difficulties, mental health and medical conditions)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	There will be a positive impact of formalising the improvements to the layout and extension of the Columbia Road market. The proposal will provide more free flow space which would be particularly beneficial for residents who are older who may have mobility problems or use a wheelchair.
▪ <b>Marriage and Civil Partnerships status</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
▪ People who are <b>Pregnant</b> and on <b>Maternity</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	People who are pregnant or on maternity will continue to benefit from more space created by the market designation. Less crowded and tightly packed market stalls may make people who are pregnant, carrying a baby or using a pushchair feel safer.
• People who have <b>Care Experience</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
You should also consider:	<input type="checkbox"/>	<input checked="" type="checkbox"/>	

<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>			
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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 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 proposal is likely to have **no or minimal impact** on the groups listed in section three 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