

EQUALITY ANALYSIS (EA) - SCREENING TEMPLATE

GUIDANCE TOOL This Tool assists services in determining whether their plans and decisions will require a full Equalities Analysis. EAs help the Council comply with its duty under s.149 of the Equality Act 2010 to have “due regard” to specified equality matters. They are required in most cases but, in some cases, an EA is not necessary or is only necessary for certain aspects of a decision. Full guidance on the Council’s duties and EAs and the full EA template is available at <http://forestnet.lbwf.gov.uk/index/residents-first/equalities/equality-analysis.htm>

The Council understands that whilst its equalities duty applies to all services, it is going to be more relevant to some decisions than others. We need to be pragmatic and ensure that the detail of Equality Analyses (EAs) are proportionate to the impact of decisions on the equality

duty. In some cases a full EA is not necessary and/or the equalities duties do not apply. In other cases, only part of a decision will require an EA to ensure the Council has due regard to its equality duties. The following examples are intended to assist:

Where will a full EA be required?	Where might an EA not be required?
<p>In short, wherever a decision has a more than minimal or theoretical adverse or negative impact on those with protected characteristics, for example, if the Council is considering:</p> <ul style="list-style-type: none">• Ceasing a service• Reducing a service or reducing it in particular areas, e.g. closing an office in Leyton but not Walthamstow• Changes to the way a service is delivered, e.g. moving to personalisation or moving to online access only• Changes to eligibility criteria, rules or practices for a service• Changes to discretionary fees and charges	<ul style="list-style-type: none">• Where it can be proven that the decision has no equalities impact– with particular focus on negative impacts on service users and residents• Where it can be proven that the decision has a minimal or theoretical equalities impact (and so does not need to be considered)• Where the decision is mandatory and there is no element of discretion (e.g. to adopt a member’s code of conduct or similar)• In rare cases, where a previous EA exists and a review shows that it is still relevant at the time of the final decision, i.e. the facts have not changed

Important:

- The EA screening tool should not be used to mask over any equality impacts or as a “get out”.
- There can be a negative equality impact even if you think that overall, you are proposing changes that will make services better. If there is an adverse or negative impact, you must complete a full EA.
- **Negative** impacts are often indirect, i.e. a rule that is on its face of universal impact but has greater impact on some groups in practice e.g. due to the ethnic makeup of an area.
- In most cases, the screening process requires a degree of collation and analysis of

evidence. If this requires a lot of work, consider whether it is actually simpler to omit the screening process and undertake a full EA.

- The equality duty **continues** up to and after the final decision. If proposals or facts change before the final decision, any screening tool will need to be reviewed and evidenced.
- Any consultation undertaken should also inform the screening process, e.g. issues raised by those affected. Monitoring should take place after a decision as part of service delivery.
- The completed screening template will be attached to Cabinet or other decision making report and so it must include sufficient detail to justify the decision not to carry out a full EA.

What to do?

The screening process should be used on **ALL** new proposals, policies, projects, functions, saving proposals, major developments or planning applications, or when revising them, if there is no negative equality impact or there is uncertainty about whether there is a negative equality impact. **However**, If your proposal is of a significant nature and it is apparent from the outset that a full EA will be required, then you do not need to complete this screening template and can progress directly to a full EA. If a negative/adverse impact has been identified during completion of the screening tool, a full EA **MUST** be undertaken.

proposal does not have any negative/adverse impact. **If your proposal is going to Cabinet or Committee (e.g. Planning or Licensing) and you are not undertaking a full EA, you must:**

a. share your report and completed screening tool with Shahid Mallam, Performance & Improvement Team, who will check and challenge your findings *and*

b. use the following wording under the Equality & Diversity paragraph in the Cabinet report: *“An initial screening exercise of the equality impact of this decision was undertaken and determined there was no / minimal impact*

If you have not identified any negative/ adverse impacts arising from your proposal you do not need to undertake a full EA. However, make sure you have explained clearly why the

(delete as appropriate) on the Council's equality duty." Attach the completed template as an appendix to your report.

1. Proposal / Project Title: Levelling Up Fund Programme: Chingford Mount & Highams Park

2. Brief summary of the above: (include main aims, proposed outcomes, recommendations / decisions sought)

Cabinet is receiving a paper that notes the successful outcome and process for taking forward Government Levelling Up (Capital Regeneration Programme) Funding for projects in Chingford Mount and Highams Park, focused on public realm enhancements in both town centres and a series of projects to the area's parks, play spaces and sports facilities. The funding was announced in the Government's Spring Budget in March and is additional to the Levelling Up Fund announcements made in January, which were reported to Cabinet in March.


The funding for projects in Chingford Mount and Highams Park builds on the successful GLA-funded Child Friendly City pilot that engaged children and young people to develop proposals for their town centre, parks and play spaces that deliver multi-generational benefits, including around community cohesion, safety, dwell time and an economic boost for each location. The funding also represents a first stage of significant investment in the area's public spaces following the development of the Chingford Mount Area Framework and Highams Park Neighbourhood Plan, both of which have involved wide-ranging community and stakeholder engagement.

3. Considering the equality aims (eliminate unlawful discrimination; advance equality of opportunity; foster good relations) indicate for each protected group whether there may be a positive impact, negative (adverse) impact, or no impact arising from the proposal.

4. Protected Characteristic (Equality Group) <input checked="" type="checkbox"/>	Positive Impact	Negative Impact	No Impact	Briefly explain your answer. Consider evidence, data and any consultation. http://www.walthamforest.gov.uk/Pages/Services/Statistics-economic-information-and-analysis.aspx
Age	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Due regard has been given to difference age groups in considering these proposals and this screening opinion. There will be a positive impact, particularly for older age groups, young people and children, as the projects will deliver public realm enhancements that will create a safer, more accessible environment and the purpose of the investment in parks, play and sports facilities is to widen participation, improve health outcomes and community cohesion across the community.
Disability	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Due regard has been given to people with disabilities in considering these proposals and this screening opinion. The public realm, parks and sports ground projects will enhance accessibility to ensure the spaces and facilities are more accessible for people with a range of disabilities.
Pregnancy and Maternity	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Due regard has been given to pregnant mothers and parents on maternity and paternity leave with young children. The enhancements to public realm, play and sports facilities will provide specific benefits for children, young people and their parents.
Race	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Due regard has been given to the impact of the proposals on different races and ethnic groups. The projects will benefit all groups in terms of improved experience and accessibility to parks, sports facilities and the wider public realm, including targeted participation, health and community cohesion outcomes.

Religion or Belief	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Due regard has been given to the impact of the proposals on people with different religious beliefs. The planned enhancements will benefit all groups in this regard, providing the opportunity for an enhanced public realm, parks and sports facilities. Therefore, it is considered that there is not a specified benefit for people with different religious beliefs.
Sex (Including Gender Re-assignment)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Due regard has been given to the impact of the proposals on different genders. The planned enhancements will benefit all groups in this regard, providing the opportunity for enhanced, safer public realm, parks and sports facilities that widen participation. The public realm improvements are particularly focused on making the space safer throughout the day and the associated benefits for women and girls.
Sexual Orientation	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Due regard has been given to the impact of the proposals on people's sexual orientation. The planned enhancements will benefit all groups in this regard, providing the opportunity for enhanced, safer public realm, parks and sports facilities that widen participation. Therefore, it is considered that there is not a specified benefit for people with different sexual orientation.
Marriage and Civil Partnership	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Due regard has been given to the impact of the proposals on people who are married or in a civil partnership. The planned enhancements will benefit all groups in this regard, providing the opportunity for enhanced, safer public realm, parks and sports facilities that widen participation. Therefore, it is considered that there is not a specified benefit for married or civil partners.
5. There are no negative/adverse impact(s) If you have not identified any negative/adverse impacts please briefly explain your answer, providing evidence to support decision.	The proposals will significantly enhance Chingford Mount and Highams Park's public realm, parks, play and sports facilities. The key outcomes from these interventions include improved community safety, community cohesion, health and participation across age groups, but with a particular benefit for younger and older people, representing a multi-generational enhancement. The proposals will help unlock wider benefits, including in terms of economic growth and the delivery of new community infrastructure and regeneration. As with all major development projects there will be an element of disruption during construction works; however, the design of the preferred options looks to minimise the impact on the surrounding areas. Therefore, it is considered that the projects will secure an overall positive benefit, particularly in relation to children and younger people, older age groups, people with disabilities, pregnant mothers and parents of young children, creating safer environments for women and girls as well as a drive to improve health outcomes and participation for all groups, including people from diverse backgrounds.			
6. Describe how opportunities to advance equality and foster good relations for any of the protected characteristics has been taken up (where relevant).	With the development of these proposals there has been particular focus on delivering improvements for children and young people, enhancing the safety and accessibility of the public realm and widen community participation in sports activities, improving health outcomes and economic opportunities. The benefits are not reserved solely for young people, as the investment will i			
7. As a result of this screening is a full EA necessary (Please check <input checked="" type="checkbox"/> appropriate box)	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>	Briefly explain your answer. Officers have assessed the impact of the Cabinet decisions to proceed with these development proposals against all protected characteristics and consider there are positive impacts in	

			relation to age, disability, race, sex, pregnancy and maternity in particular. The assessment also takes into consideration how the proposals have developed through the Council's 15-Minute Neighbourhood, Climate Action Plan, Local Plan, Destinations Business plan, Parks and Leisure and Community Safety strategies involving public consultation and stakeholder engagement, as well and consideration at previous Cabinet meetings.
8. Name of Lead Officer: Will Teasdale		Job title: Director Area Regeneration	Date screening tool completed: 01 August 2023

Signed off by Head of Service:		Name:	Will Teasdale	Date:	16 th August 2023
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