

Equality Impact Analysis Tool

Overall Information	Details of Full Equality Impact Analysis
Financial Year and Quarter	2015/2016
Name and details of policy, strategy, function, project, activity, or programme	<p>Title of EIA: Heythrop College Supplementary Planning Document</p> <p>Summary: The document is prepared as a Supplementary Planning Document (SPD) to supplement policies in the Consolidated Local Plan (adopted 2010, revised 2015) and will be used to assess future planning applications for the Heythrop College site.</p>
Lead Officers	<p>Name: Victoria Hinton Position: Urban Design Officer Email: victoria.hinton@rbkc.gov.uk Telephone No: 020 7361 3265</p>

Section 02	Scoping of Full EIA						
Plan for completion	<p>Timing: formal consultation 6 January 2016 to 3 February 2016, projected adoption: 2016</p> <p>Resources: Officer time, feedback from preliminary and Issues and Options consultation</p>						
Analyse the impact of the policy, strategy, function, project, activity, or programme	<p>This SPD forms part of the Royal Borough's Local Development Framework, and its contents are therefore allied to the RBKC Consolidated Local Plan. The Consolidated Local Plan (July 2015) combines alterations since the Core Strategy adoption (December 2010) incorporating the Pubs & Local Character Review (October 2013), the Miscellaneous Matters Review (December 2014), the Conservation & Design Review (December 2014) and the Basements Review (January 2015). A full EqIA was undertaken as part of that work.</p> <table border="1"> <thead> <tr> <th>Protected characteristic</th> <th>Borough</th> <th>Impact: Neutral</th> </tr> </thead> <tbody> <tr> <td></td> <td></td> <td></td> </tr> </tbody> </table>	Protected characteristic	Borough	Impact: Neutral			
Protected characteristic	Borough	Impact: Neutral					

	Age	<p>The age structure of Queen's Gate ward compared to England and Wales notably shows higher numbers of residents aged between 20 and 39.</p> <p>Compared to the borough as a whole, the percentage of working age population is higher than average. The proportion of those under 16 and over 65 is less than the borough average.</p> <p>Guidance in the SPD does not favour one age group over another. No significant impacts are identified under this category.</p>		
	Disability	<p>Information on disability indicates that there are fewer people with disabilities living in the Queens Gate ward than in the borough as a whole.</p> <p>However, while any development will therefore serve a population with a lower proportion of people with disabilities, the Council's borough-wide planning policies would require that development is accessible to all.</p> <p>No significant impacts are identified under this category.</p>	Neutral / Positive	
	Gender reassignment	No impacts are identified under this category.	Neutral	
	Marriage and Civil Partnership	No impacts are identified under this category.	Neutral	
	Pregnancy and maternity	<p>Improvements to public realm with benefit pedestrians, including those who are pregnant and with buggies.</p> <p>No significant impacts are identified under this category</p>	Positive/Neutral	
	Race	Information on ethnicity indicates that there is a higher proportion of Asian, Chinese and White residents in the	Neutral	

		<p>Queen's Gate Ward than in the borough as a whole.</p> <p>There is nothing in the proposed development that will benefit or disadvantage any ethnic group over another.</p> <p>No impacts are identified under this category.</p>		
	Religion/ belief (including non- belief)	<p>Information on religion and belief indicates that there are a higher proportion of residents that identify themselves as Christian than any other religious affiliation.</p> <p>There is nothing in the document that will benefit or disadvantage one religion over another.</p> <p>No impacts are identified under this category.</p>	Neutral	
	Sex	<p>There is nothing in the document that will benefit or disadvantage either group over the other.</p> <p>No impacts are identified under this category.</p>	Neutral	
	Sexual Orientation	<p>No impacts are identified under this category.</p>	Neutral	
	<p>Human Rights</p> <p>No specific impacts on human rights are identified.</p> <p>Children's Rights</p> <p>No specific impacts on human rights are identified.</p>			

Section 03	Analysis of relevant data Examples of data can range from census data to customer satisfaction surveys. Data should involve specialist data and information and where possible, be disaggregated by different equality strands.
Documents and data reviewed	The primary source of data is the Census. Details of the Borough wide, and area specific characteristics are included in Section 2 above. Queens Gate Ward data is used for this assessment as the SPD area falls within this ward.
New research	No further research is required.

Section 04	Consultation
Consultation undertaken	Full public consultation was undertaken as part of the production of the SPD. This is set out in the separate Consultation Statement.
Analysis of consultation outcomes	The outcomes of the consultation are set out in the draft SPD itself. There is a separate report on the Issues and Options consultation that took place in October/November 2015 on the Heythrop College pages of the Council's website.

Section 05	Analysis of impact and outcomes
Analysis	No examples of direct discrimination are found. Some indirect positive impacts are found. No further analysis is required.

Section 06	Reducing any adverse impacts and recommendations
Outcome of Analysis	No adverse impacts have been identified

Section 07	Action Plan
Action Plan	No actions are required

Section 08	
Chief Officers' sign-off	Name: Joanna Hammond Position: Neighbourhood Planning Team Leader Email: Joanna.Hammond@rbkc.gov.uk Telephone No: 020 7361 2061
Key Decision Report (If relevant)	n/a
Lead Equality Manager (where involved)	n/a