

Equality Impact Analysis Tool

Conducting an Equality Impact Analysis

An EqIA is an improvement process which helps to determine whether our policies, practices, or new proposals will impact on, or affect different groups or communities. It enables officers to assess whether the impacts are positive, negative, or unlikely to have a significant impact on each of the protected characteristic groups.

The tool has been updated to reflect the new public sector equality duty (PSED). The Duty highlights three areas in which public bodies must show compliance. It states that a public authority must, in the exercise of its functions, have due regard to the need to:

- 1. Eliminate discrimination, harassment, victimisation, and any other conduct that is prohibited under this Act.**
- 2. Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it.**
- 3. Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.**

Whilst working on your Equality Impact Assessment, you must analyse your proposal against the three tenets of the Equality Duty.

General points

1. In the case of matters such as service closures or reductions, considerable thought will need to be given to any potential equality impacts. Case law has established that due regard cannot be demonstrated after the decision has been taken. Your EIA should be considered at the outset and throughout the development of your proposal, it should demonstrably inform the decision, and be made available when the decision is recommended.
2. Wherever appropriate, the outcome of the EIA should be summarised in the Cabinet/Cabinet Member report and equalities issues dealt with and cross referenced as appropriate within the report.
3. Equalities duties are fertile ground for litigation and a failure to deal with them properly can result in considerable delay, expense, and reputational damage.
4. Where dealing with obvious equalities issues e.g., changing services to disabled people/children, take care not to lose sight of other less obvious issues for other protected groups.
5. If you already know that your decision is likely to be of high relevance to equality and/or be of high public interest, you should contact the Equality Officer for support.
6. If your EqIA does not require you to carry out additional consultation, please omit section 04.
7. Further advice and guidance can be accessed from the separate guidance document (link), as well as from your service or borough lead:

<p>RBKC Corporate Equalities Officer: angela.chaudhry@rbkc.gov.uk 020 7361 2654</p>

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Overall Information	Details of Full Equality Impact Analysis
Financial Year and Quarter	2022/2023 Q1
Name and details of policy, strategy, function, project, activity, or programme	<p>RBKC Lots Road South Design Brief Supplementary Planning Document (SPD)</p> <p>Short summary The Lots Road South Design Brief Supplementary Planning Document (SPD) provides guidance on how the site, allocated in the Local Plan, should be developed.</p> <p>This document is prepared as a Supplementary Planning Document (SPD) to supplement policies in the RBKC Local Plan 2019 and to support the London Plan.</p>
Lead Officers	<p>Name: Megan Rowe/ Nadia Robinson Position: Planning Projects Officer, Growth and Delivery Team, Planning and Place Email: megan.rowe@rbkc.gov.uk; Nadia.robinson@rbkc.gov.uk; Telephone No: 07970 915460; 07974 613162</p>
Lead Borough	RBKC
Date of completion of final Full EIA	XX / XX / XX

Section 02	Scoping of Full EIA
Plan for completion	<p>Timing: The SPD is due to be adopted in June 2022. On adoption it will become a material consideration in planning decisions.</p> <p>Resources: The SPD will be prepared within the existing staff and budget of the Growth and Delivery Team.</p>

Analyse the impact of the policy, strategy, function, project, activity, or programme	Analyse the impact of the policy on the protected characteristics (including where people / groups may appear in more than one protected characteristic). You should use this to determine whether the policy will have a positive, neutral, or negative impact on equality, giving due regard to relevance and proportionality.		
	Protected characteristic	Borough Analysis	Impact: Positive, Negative, Neutral
	Age	RBKC The site is allocated to deliver extra care homes via the local plan site allocation and Design Principle 14 sets out various requirements to ensure the quality of accommodation for future residents is high. It requires development to follow the principles of Design for Dementia, and provide access to attractive and safe outdoor amenity space. Design Principle 15 requires development to provide shared facilities that foster overlapping between different future resident groups (including extra care residents), workers and the wider community.	Positive impact
	Disability	RBKC The benefits outlined above through the provision of extra care homes would also be experienced by disabled extra care residents. The redevelopment of the site would need to meet standards of accessibility outlined in Building Regulations Approved Document M; as such, the SPD does not set any additional requirements to meet the needs of disabled people.	Neutral
	Gender reassignment	RBKC The SPD objectives have not so far emerged as relevant to this protected characteristic because it is not seeking to provide a service (e.g: land use for a health or care service for those transitioning).	Neutral
	Marriage and Civil Partnership	RBKC The law does not require service providers to take into account the impact of what they do on married and civil partners. The SPD objectives have not so far emerged as relevant to this characteristic because it is not aiming to put in place a service for married people or civil partners (e.g., land use for a registrars service).	Neutral
	Pregnancy and maternity	RBKC The redevelopment of the site would need to meet standards of accessibility outlined in Building Regulations Approved Document M which include the provision of ramps and footways; however, the SPD does not set any additional	Positive

	requirements to meet the needs of this group. The provision of public space required by Design Principle 9 would benefit this group.													
Race	<p>RBKC</p> <p>The guidance in this SPD will work alongside the Local Plan 2019 and London Plan 2021 to help deliver the site allocation for Lots Road South. The guidance in the SPD will work alongside the Development Plan (Local Plan 2019 and London Plan, 2021) to help secure specialist housing to meet the identified needs of the Borough.</p> <p>Chelsea Riverside Ward Demographic Breakdown</p> <table border="1"> <tr> <td>White</td> <td>68.9%</td> </tr> <tr> <td>Mixed</td> <td>6.3%</td> </tr> <tr> <td>Asian</td> <td>10.1%</td> </tr> <tr> <td>Black</td> <td>7.1%</td> </tr> <tr> <td>Arab</td> <td>4.1%</td> </tr> <tr> <td>Other</td> <td>3.5%</td> </tr> </table>	White	68.9%	Mixed	6.3%	Asian	10.1%	Black	7.1%	Arab	4.1%	Other	3.5%	Neutral
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Religion/belief (including non-belief)	<p>RBKC</p> <p>The SPD objectives have not so far emerged as relevant to this characteristic.</p>	Neutral												
Sex	<p>RBKC</p> <p>Note that majority of social housing applicants are women</p>	Positive												
Sexual Orientation	<p>RBKC</p> <p>The SPD objectives have not so far emerged as relevant to this protected characteristic.</p>	Neutral												
<p>Human Rights or Children's Rights</p> <p>If your decision has the potential to affect Human Rights or Children's Rights, please contact your Borough Lead for advice</p> <p>N/A</p>														

Section 03	<p>Analysis of relevant data</p> <p>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.</p>
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Documents and data reviewed	National Planning Policy Framework, Planning Practice Guidance, London Plan (2021), Local Plan (2019), Dementia-friendly Health and Social Care environments
New research	None

Section 04	Consultation
Consultation in each borough	<p>A draft of the SPD was published for a six-week consultation from 24 January 2021 to 6 March 2021 with 26 responses received. Engagement took place via seven mapping workshops with local stakeholders between 23 March and 1 April 2021, and then via three design workshops between August and November 2021. There were 53 participants affiliated to over 20 organisations and businesses involved in the consultation process. The summary of responses can be found here.</p> <p>There was strong support for extra care homes, and many comments were raised regarding the need for this to be high quality to ensure good quality of life. No further comments related to equalities or the protected characteristics were raised. There were no further findings relevant to the EqIA Screening.</p>
Analysis of consultation outcomes for each borough	The points raised through consultation regarding the quality of extra care homes were translated into Design Principle 14 of the SPD document.

Section 05	Analysis of impact and outcomes
Analysis	<p>The consultation and analysis of data has shown that, within the scope of the design brief SPD, it is possible to include requirements that would have a positive impact on older people who would be residents of the extra care homes as part of any forthcoming development on the site (Age as a protected characteristic). Because the extra care homes are a requirement of the site allocation which this SPD supports, it is considered proportionate for this protected characteristic to be given greater weight than other protected characteristics.</p> <p>It is not considered necessary in planning terms to include in the SPD additional requirements above and beyond those required by separate regulations (Building Control Approved Document Part M) that would have a positive impact on those with protected characteristics Pregnancy and Maternity and Disability.</p>

	The SPD and any forthcoming development guided by the SPD would have a neutral effect on people with other protected characteristics.
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Section 06	Reducing any adverse impacts and recommendations
Outcome of Analysis	Through the inclusion of Design Principles 14 and 15, the SPD and any forthcoming development guided by the SPD would have a positive or neutral effect on people with other protected characteristics.

Section 07	Action Plan
Action Plan	N/A

Section 08	
Chief Officers' sign-off	Name: Angela Choudhry Position: Corporate Equality and Diversity Lead Email: Angela.Chaudhry@rbkc.gov.uk Telephone No: 020 7361 2654
Key Decision Report (if relevant)	Date of report to Cabinet/Cabinet Member: 22 / 07 / 2022 Key equalities issues have been included: Yes