

Equality Impact Assessment Information (EqIA)

This document supports our staff to carry out **Equality Impact Assessments (EqIA)** and ensure you are adhering to the legal obligations whilst doing so.

What is an EqIA?

An equality impact assessment (EqIA) is a way of understanding the **effects** that a service or proposed project is **having or is likely to have** on the people who use it, specifically those who have a protected characteristic. It supports an evidence-based approach to decision-making and is intended to ensure that decision-making processes are fair and neither present barriers to participation nor create disadvantage for protected groups.

Why do I have to complete an EqIA?

The Public Sector Equality Duty (PSED) requires that, as a public authority, Waltham Forest Council must, in the exercise of its functions, have due regard to the need to:

- eliminate discrimination, harassment, victimisation, and any other conduct that is prohibited by or under this Act;
- advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it; and
- foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

The Equality Impact Assessment (EqIA) assesses the impact of proposed decisions on people with protected characteristics as covered by the [Equality Act 2010](#) to ensure that the legal requirements of the Public Sector Equality Duty (PSED) are being met. Protected characteristics are aspects of a person's identity that make them who they are.

The Equality Act defines the 9 protected characteristics:

- Age
- Sex
- Ethnicity and race
- Religion or belief
- Disability
- Sexual orientation
- Pregnancy and maternity
- Gender reassignment
- Marriage and Civil Partnership

As a Council, we are committed to tackling structural disadvantage in all aspects, and we encourage staff to think about how a proposal might affect wider groups who are not covered by the Equality Act. The [State of the Borough report](#) identifies a number of characteristics which create disadvantage which should be taken in account when assessing new projects, developments or programmes. These include:

1. Lower income groups
2. Care leavers
3. People with caring responsibilities
4. Survivors of domestic violence
5. Migrants, including refugees and asylum seekers
6. Homeless people and people at risk of homelessness
7. People who are experiencing long-term unemployment

There might be other structurally disadvantaged groups that you know from your service data might experience a differential impact based on your proposal. Please do consider these groups as part of your equalities impact assessment.

Carrying out the EqIA

In carrying out this assessment, you must consider the following questions:

- Is the proposal likely to exclude or have a detrimental effect on a specific group or community?
- Does it affect some groups or communities differently and can this be justified?
- Is the proposal or service to be delivered likely to be equally accessed by all groups and communities? If not, can this be justified?
- Are there any barriers that might make access difficult or stop different groups or communities accessing the proposal or service to be delivered?
- Could the proposal promote equality and good relations between different groups?

Equality Impact Assessment (EqIA)

Section 1: Equality Analysis details	
Proposal/project title:	Leyton Mills Supplementary Planning Document
Lead officer(s) name(s) and contact details	Tania Drew tania.drew@walthamforest.gov.uk
Service/Directorate:	Place Directorate
Strategic Director:	Ian Rae
Date EqIA was started:	11-5-2023
Last updated:	13-2-2024

Type of change being proposed (please tick)								
Service delivery change/new service	<input type="checkbox"/>	Policy change or new policy	<input checked="" type="checkbox"/>	Grants and commissioning	<input type="checkbox"/>	Budget change/cut in service	<input type="checkbox"/>	Other please state Click here to enter text. <input type="checkbox"/>

Section 2: Summary of proposal
<p>Please give a summary of the proposed service change/policy/strategy/budget change/project plan/key decision</p> <p>Please summarise briefly:</p> <p>What is the proposed decision or change? What are the reasons for the decision or change? What outcomes are you hoping to achieve from this change? Who will be impacted by the project or change – staff, service users, or the wider community?</p> <p>What is the proposed decision or change? The Supplementary Planning Documents (SPD) builds upon and provide more detailed guidance about policies in the new Local Plan, the Leyton Mills SPD will provide detail on suitable development approaches for 4 sites in the area.</p> <p>What are the reasons for the decision or change? The SPD will highlight the importance of a planned approach to development and to set out the infrastructure, uses, urban greening and quality expected with new developments. This can help applicants make successful planning applications and assist officers when considering applications.</p> <p>The SPD will aid in the delivery of new homes, retail and employment spaces and improved routes using sustainable transport.</p> <p>What outcomes are you hoping to achieve from this change?</p>

To support quality development in the Leyton Mills area with the right uses and infrastructure aligning with 15-minute neighbourhood principles.

Who will be impacted by the project or change – staff, service users, or the wider community?

The SPD provides information for a range of people, including developers, architects, consultants working on developments in the area.

It will also be used by planning officers, councilors, and members of public in making decisions and understanding what to expect from the application and will impact future residents and workers once developments are completed.

Section 3: Equality Analysis

This section asks you to consider the potential impact of the proposed decision or change on the protected characteristics and the mitigations that will be taken to avoid or counteract any negative impact identified. If no negative impact has been identified for that group, briefly explain why this is not applicable.

Please consider how the proposed change will affect staff, service users or members of the wider community who share one or more of the following protected characteristics.

Age

This can refer to people of a specific age e.g. 18-year olds, or age range e.g. 0-18 year olds.

Will the proposed change to service/policy have a differential impact [positive or negative] on people of a specific age or age group (e.g. older or younger people)?

Please provide evidence to explain why this group may be particularly affected.

The SPD will have positive impact on all the people regardless of their age.

Mitigating actions to be taken

None required

Sex

Sex refers to whether you are a man or woman

Will the proposed change to service/policy have a differential impact [positive or negative] on people of a specific gender (e.g. women, men)?

Please provide evidence to explain why this group may be particularly affected.

The SPD will have positive impact on all the people regardless of their gender.

Mitigating actions to be taken
None required

Ethnicity and race
This refers to a group of people defined by their race, colour, and nationality (including citizenship), ethnic or national origins.
Will the proposed change to service/policy have a differential impact [positive or negative] on people of a certain race?
Please provide evidence to explain why this group may be particularly affected.
The SPD will have positive impact on all the people regardless of their race, colour, and nationality.
Mitigating actions to be taken
None required

Religion or Belief
Religion refers to a person's faith (e.g. Buddhism, Islam, Christianity, Judaism, Sikhism, Hinduism). Belief includes religious and philosophical beliefs including lack of belief (e.g. Atheism). Generally, a belief should affect your life choices or the way you live.
Will the proposed change to service/policy have a differential impact [positive or negative] on people who follow a religion or belief, including lack of belief?
Please provide evidence to explain why this group may be particularly affected.
The SPD will have positive impact on all the people regardless of their faith.
Mitigating actions to be taken
None required

Disability
A person has a disability if they have a physical or mental impairment which has a substantial and long-term adverse effect on the person's ability to carry out normal day-day activities.
This could include: Physical impairment, hearing impairment, visual impairment, learning difficulties, long-term illness or health condition, mental illness, substance abuse or other impairments

Will the proposed change to service/policy have a differential impact [positive or negative] on people with disabilities?

Please provide evidence to explain why this group may be particularly affected.

The SPD will have positive Impact on the people with disabilities.
 In particular, the SPD will recommend step free improvements to Leyton Station and access improvements from Leyton High Street to Leyton Mills Retail Park. 10% of new homes will be wheelchair accessible.

Mitigating actions to be taken

None required

Sexual Orientation

This refers to whether a person is sexually attracted to people of the same sex or a different sex to themselves. Please consider the impact on people who identify as heterosexual, bisexual, gay, lesbian, non-binary or asexual.

Will the proposed change to service/policy have a differential impact [positive or negative] on people with a particular sexual orientation?

Please provide evidence to explain why this group may be particularly affected.

The SPD will have positive impact on all the people regardless of their sexual orientation.

Mitigating actions to be taken

None required

Pregnancy and maternity

Pregnancy refers to the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after EqIA template approved by EMT 16th June 2020 giving birth, and this includes treating a woman unfavourably because she is breastfeeding.

Will the proposed change to service/policy have a differential impact [positive or negative] on pregnancy and maternity?

Please provide evidence to explain why this group may be particularly affected.

The SPD will have positive impact on pregnancy and maternity, as the SPD enhance accessibility both during pregnancy and post when pushing children in prams.

Mitigating actions to be taken

None required

Gender reassignment

This refers to people who are proposing to undergo, are undergoing, or have undergone a process (or part of a process) to reassign their sex by changing physiological or other attributes of sex.

Will the proposed change to service/policy have a differential impact [positive or negative] on transgender people?

Please provide evidence to explain why this group may be particularly affected.

The SPD will have positive impact on all people regardless of gender reassignment.

Mitigating actions to be taken

None required

Marriage and civil partnership

Marriage and civil partnerships are different ways of legally recognising relationships. The formation of a civil partnership must remain secular, where-as a marriage can be conducted through either religious or civil ceremonies. In the U.K both marriages and civil partnerships can be same sex or mixed sex. Civil partners must be treated the same as married couples on a wide range of legal matters.

Will the proposed change to service/policy have a differential impact [positive or negative] on people in a marriage or civil partnership?

Please provide evidence to explain why this group may be particularly affected.

The SPD will have positive impact on all people regardless of their marital status.

Mitigating actions to be taken

None required

Socio-economic inequality

This refers to people who are disadvantaged due to socio-economic factors e.g. unemployment, low income, low academic qualifications or living in a deprived area, social housing or unstable housing.

Will the proposed change to service/policy have a differential impact [positive or negative] on people who are socio-economically disadvantaged?

Please provide evidence to explain why these groups may be particularly affected.

The SPD will have positive impact on all people, and will support those that are socio-economically disadvantaged through providing affordable housing.

Mitigating actions to be taken

None required

Other structurally disadvantaged groups

The [State of the Borough report](#) identifies a number of groups that might suffer from structural disadvantage in Waltham Forest. These groups should also be taken in account when assessing new projects, developments, or programmes and include;

1. Lower income groups
2. Care leavers
3. People with caring responsibilities
4. Survivors of domestic violence
5. Migrants, including refugees and asylum seekers
6. Homeless people and people at risk of homelessness
7. People who are experiencing long-term unemployment

There might be other structurally disadvantaged groups that you know from your service data might experience a differential impact based on your proposal. Please do consider these groups in this section as part of your equalities impact assessment.

Will the proposed change to service/policy have a differential impact [positive or negative] on other structurally disadvantaged groups?

Please provide evidence to explain why these groups may be particularly affected.

The SPD will have positive impact on all people and could support those on lower incomes through providing affordable housing. The SPD will also provide employment opportunities both during construction and through new employment uses across the area.

Mitigating actions to be taken

None required

Section 4: Monitoring and Review

How do you intend to monitor and review the effects of this proposal?

Who will be responsible for assessing the effects of this proposal?

After the adoption of SPD and before the end of 5 years the Council would expect to undertake a comprehensive review of all the Development Plan Documents. This review will consider how the SPDs have been delivered to ensure there is a positive impact on protected characteristic groups (PCGs).