

Equality Impact Assessment Screening Tool

This form should be completed for any new or changed policy, procedure, function, service activity or financial decision to assess the impacts and whether a full Equality Impact Assessment is required. Please see Guidance on Equality Impact Assessments for help.

1. Summary of Proposal			
Name of proposal	173 Highbury Quadrant Development		
Reference number		Officer completing Equality Screening	France Nkoso
Service Area	New Build	Fairness and Equality team sign off	
Date screening completed	03 rd May 2022	Director/Head of Service authorising Equality Screening	
Brief description of proposal, including any savings and what the change will mean in practice:	<p>Erection of a 3 storey building adjoining the flank elevation of 173 Highbury Quadrant, providing a 3 bedroom unit. Also connected to works refurbishment and conversion of 173 Highbury Quadrant from 4 residential units to 3 units. Other associated works proposed. These homes are ' Fabric First Approach , using Passivhaus principles to build energy efficient homes</p> <p>These homes are ' Fabric First Approach , using Passivhaus principles to build energy efficient homes</p> <p>These properties will help residents and services users to live in homes that maximum energy efficiency and also reduce fuel poverty.</p>		
On whom will the policy / decision impact? (Delete as appropriate)	Service users		
	Islington residents		
			Others, please specify:
Is consultation required?	Residents Consultation took place over 10 years ago as this is a long standing project with planning application being approved during a planning committee meeting attended by residents and voted through by LBI councillors.		

Please now indicate the likely impact on the groups identified in the grid below by checking the relevant box, using the following definitions as a guide:

- Neutral – The proposal has no impact on the identified groups.
- Positive - The proposal has a beneficial and desirable impact on the identified groups.
- Negative - The proposal has a negative and undesirable impact on the identified groups.

You should then assess whether the negative impact has a low impact, medium impact or high impact. Consider which groups are most likely to use the service or the staff most likely to be affected. Please also think about whether the proposal is likely to be contentious or perceived as a negative change for certain groups which could justify the completion of a full EqIA.

A high impact would indicate there is substantial evidence that people from different groups are or could be differently affected by the policy, or there is substantial public concern about the policy or concerns have been raised about the policy's potential impact by relevant bodies. A low impact would indicate there is little or no evidence that some people from different groups or communities are or could be differently affected, with little or no public concern about the policy.

Protected characteristic	Impact			Description of the impact (if applicable):
	Positive	Neutral	Negative (Indicate if this will be low, medium or high)	
Possible impact on groups identified				
Age	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Choose an item.	
Disabled People or Carers	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Choose an item.	
Race	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Choose an item.	
Religion (include no faith)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Choose an item.	

Gender	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Choose an item.	
Maternity or pregnancy	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Choose an item.	
Transgender	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Choose an item.	
Sexual Orientation	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Choose an item.	
Marriage or Civil Partnership	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Choose an item.	
Other [e.g. living in poverty, children in care, homeless, carers, refugees]	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Choose an item.	

3. Screening Decision

- Neutral** – No further action required -
- Positive** – No further action required
- Negative** – possibly including perceived impact. See below comments
 - Low impact** – complete Mitigating Negative Impact (section 4) below
 - Medium or high impact** – complete a full Equality Impact Assessment (EQIA)

NB: A full Equality Impact Assessment may be required regardless of the screening decision where the proposal is likely to be contentious or be perceived as a change to service for a specific group.

4. Mitigating Negative: Low Impact

Where groups are disproportionately affected please outline other options explored before deciding on this proposal:

No groups are disproportionately affected as the facility is there for everyone that is currently experiencing homelessness.

Mitigating Actions you will now take to minimise the impact

Action you are taking	Lead	Deadline	Comments
N/A			

5. Next Steps	
Is a full Equality Impact Assessment required: View of Service	
Is a full Equality Impact Assessment required: Fairness and Equality Team	
If a full EQIA is not required, you are still legally required to monitor and review the proposed changes after implementation to check they work as planned and to screen for unexpected equality impacts. Please provide details of how you will monitor, evaluate or review your proposals and when the review will take place.	