

# Equality Impact Assessment: Screening Tool

## Summary of proposal

Name of proposal	ISL2059 New Planning system
Reference number (if applicable)	
Service Area	Environment
Date screening completed	20/4/22
Screening author name	Paul Wright
Fairness and Equality team sign off	
Authorising Director/Head of Service name	Karen Sullivan

Before completing the EQIA Screening Tool please read the guidance and FAQs. For further help and advice please contact [equalities@islington.gov.uk](mailto:equalities@islington.gov.uk).

# Please provide a summary of the proposal.

Please outline:

- What are the aims/objectives of this proposal?
- Will this deliver any savings?
- What benefits or change will we see from this proposal?
- Which key groups of people or areas of the borough are involved?

Planning and Development require a new IT system to support the delivery of the Development Management, Planning Enforcement and Building Control statutory functions. A new integrated system is required to handle all the planning and building control applications for the council. This must be capable of adapting to legislative and procedural changes to the Development Management and Building Control processes. The system will be used by the following teams: Planning Application Team (PAT), Major Applications Team, Planning Enforcement, Design and Conservation, Business and Information Support (BIS) and Building Control.

The reasons the Services now need to procure a new system area follows:

- There is a significant risk to business continuity and the council's reputation posed by the existing system that will be out of contract in March 2023 and that is built on legacy technology. The replacement system from the current supplier is untested.

- The current system is highly inefficient. A lack of functionality in relation to key processes and the risk of legal challenge if processes fail require numerous resource intensive work around processes, checking and double - handling.
- The current system does not include dashboards, so it is virtually impossible to extract meaningful management and performance information from the system.
- The current system does not facilitate mobile or off-site working because it is not compatible with any mobile devices (phones, tablets) and is only accessible outside the main on-premises council network via Citrix. The latter can be very slow because officers are often downloading large documents.
- The current system does not enable self-service by applicants and those people who are interested in planning applications.

The Development Management Service deals with around 4,000 planning applications a year, and each application creates potential for multiple and complex interactions with applicants and consultees. Allowing applicants to self-serve by uploading information, make online payments and respond to officer enquiries would result inefficiencies.

On whom will the proposal impact? Delete as appropriate.

Group of people	Impacted?
Service users	Yes
Residents	Yes
Businesses	Yes
Visitors to Islington	No
Voluntary or community groups	No
Council staff	Yes
Trade unions	No
Other public sector organisations	Yes

Group of people	Impacted?
Others	Please specify:

## What consultation or engagement has taken place or is planned?

<p>Please outline:</p> <ul style="list-style-type: none"> <li>• Which groups or communities you have consulted/plan to consult</li> <li>• Methods used/will use to engage (for example, focus groups)</li> <li>• How insight gained from engagement or consultation has been/will be fed into decision making or proposal design</li> </ul> <p>If you have not completed any engagement activity and do not plan to, you should outline why this decision has been made.</p>
None planned

# What impact will this change have on people with protected characteristics and/or from disadvantaged groups?

Of the groups you have identified above, please now indicate the likely impact on people with protected characteristics within these groups by checking the relevant box below. Use the following definitions as a guide:

Neutral – The proposal has no impact on people with the identified protected characteristics

Positive – The proposal has a beneficial and desirable impact on people with the identified protected characteristics

Negative – The proposal has a negative and undesirable impact on people with the identified protected characteristics

You should then assess whether the negative impact has a low impact, medium impact or high impact. Consider the level and likelihood of impact. Please also think about whether the proposal is likely to be contentious or perceived as a negative change by certain groups, as this could justify the completion of a full EQIA. See the guidance for help.

Protected characteristic	Positive impact	Neutral impact	Negative impact	Description of the impact (if applicable)
Age	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Choose an item.	
Disability (include carers)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Choose an item.	
Race or ethnicity	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Choose an item.	
Religion or belief (include no faith)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Choose an item.	
Gender and gender reassignment	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Choose an item.	

Protected characteristic	Positive impact	Neutral impact	Negative impact	Description of the impact (if applicable)
(male, female or non-binary)				
Maternity or pregnancy	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Choose an item.	
Sex and Sexual Orientation	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Choose an item.	
Marriage or Civil Partnership	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Choose an item.	
Other (e.g. people living in poverty, looked after children, people who are homeless or refugees)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Choose an item.	



# How do you plan to mitigate negative impacts?

Where there are disproportionate impacts on groups with protected characteristics, please outline:

- The other options that were explored before deciding on this proposal and why they were not pursued
- Action that is being taken to mitigate the negative impacts

Action	Lead	Deadline	Comments
None applicable			

Screening Decision	Outcome
Neutral or Positive – no full EQIA needed*.	No
Negative – Low Impact – full EQIA at the service director’s discretion*.	No

Screening Decision	Outcome
Negative – Medium or High Impact – must complete a full EQIA.	No
Is a full EQIA required? Service decision:	No
Is a full EQIA required? Fairness and Equality recommendation:	No

\* 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 send this completed EQIA Screening Tool to [equalities@islington.gov.uk](mailto:equalities@islington.gov.uk) for quality checking by the Fairness and Equality Team.