

REVISED CIL POLICY STATEMENT EQUALITY IMPACT ASSESSMENT SCREENING

Completing an EQIA is the simplest way to demonstrate that the Council has considered the equality impacts of its decisions and it reduces the risk of legal challenge. EQIAs should be carried out at the earliest stages of policy development or a service review, and then updated as the policy or review develops. EQIAs must be undertaken when it is possible for the findings to inform the final decision.

SECTION 1:

Title	Local Enforcement of individual
What are you analysing? <ul style="list-style-type: none"> What is the policy/project/activity/strategy looking to achieve? Who is it intended to benefit? Are any specific groups targeted by this decision? What results are intended? 	Revised CIL Policy Statement The policy informs Community Infrastructure Levy funding decisions. The revised policy would establish a more inclusive and flexible definition of infrastructure and would prioritise projects to reflect the Fairer Westminster Strategy
Details of the lead person completing the screening/EQIA	(i) Full Name: Alex Csicsek (ii) Position: Principal Policy (Place & Investment) Policy Officer (iii) Unit: Policy & Projects (iiii) Contact Details: acsicsek@westminster.gov.uk
Date sent to equalities@westminster.gov.uk	30 September 2022
Version number and date of update	V1
<i>You will need to update your EQIA as you move through the decision-making process. Record the version number here and the date you updated the EQIA. Keep all versions so you have evidence that you have considered equality throughout the process. However <u>only</u> the most updated version will be saved in the Equalities SharePoint folder. 1</i>	

SECTION 2: Do you need to complete a full Equality Impact Assessment (EQIA)?

Not all proposals will require a full EQIA, the assessment of impacts should be proportionate to the nature of the project/policy in question and its likely impact. To decide on the level of detail of the assessment required consider the potential impact on persons with protected characteristics.

2.1	<p>Please provide an overview of who uses/will use your service or facility and identify who are likely to be impacted by the proposal</p> <ul style="list-style-type: none"><i>If you do not formally collect data about a particular group then use the results of local surveys or consultations, census data, national trends or anecdotal evidence (indicate where this is the case). Please attempt to complete all boxes.</i><i>Consider whether there is a need to consult stakeholders and the public, including members of protected groups, in order to gather information on potential impacts of the proposal</i>														
	<table border="1"><tr><td data-bbox="509 736 940 969">How many people use the service currently? What is this as a % of Westminster's population?</td><td data-bbox="948 736 1482 969">All individuals and groups within local communities are able to submit applications for Neighbourhood CIL, which would be considered against the policy, although on average approximately 20-30 applications are received annually.</td></tr><tr><td data-bbox="509 972 940 1059">Gender</td><td data-bbox="948 972 1482 1059">Any</td></tr><tr><td data-bbox="509 1061 940 1149">Race</td><td data-bbox="948 1061 1482 1149">Any</td></tr><tr><td data-bbox="509 1151 940 1238">Disability</td><td data-bbox="948 1151 1482 1238">Any</td></tr><tr><td data-bbox="509 1240 940 1328">Sexual orientation</td><td data-bbox="948 1240 1482 1328">Any</td></tr><tr><td data-bbox="509 1330 940 1417">Age</td><td data-bbox="948 1330 1482 1417">Any</td></tr><tr><td data-bbox="509 1420 940 1507">Religion or belief</td><td data-bbox="948 1420 1482 1507">Any</td></tr></table>	How many people use the service currently? What is this as a % of Westminster's population?	All individuals and groups within local communities are able to submit applications for Neighbourhood CIL, which would be considered against the policy, although on average approximately 20-30 applications are received annually.	Gender	Any	Race	Any	Disability	Any	Sexual orientation	Any	Age	Any	Religion or belief	Any
How many people use the service currently? What is this as a % of Westminster's population?	All individuals and groups within local communities are able to submit applications for Neighbourhood CIL, which would be considered against the policy, although on average approximately 20-30 applications are received annually.														
Gender	Any														
Race	Any														
Disability	Any														
Sexual orientation	Any														
Age	Any														
Religion or belief	Any														
2.2 Are there any groups with protected characteristic that are overrepresented in the monitoring information relative to their size of the population? <i>If so, this could indicate that the proposal may have a disproportionate impact on this group even if it is a universal service.</i>	No														

2.3 Are there any groups with protected characteristics that are underrepresented in the monitoring information relative to their size of the population? If so, this could indicate that the service may not be accessible to all groups or there may be some form of direct or indirect discrimination occurring.

2.4 Does the project, policy or proposal have the potential to disproportionately impact on people with a protected characteristic? If so, is the impact positive or negative?

	None	Positive	Negative	Not sure
Men or women	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
People of a particular race or ethnicity (including refugees, asylum seekers, migrants and gypsies and travellers)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Disabled ¹ people (consider different types of physical, learning or mental disabilities)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
People of particular sexual orientation/s	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
People in particular age groups (consider in particular children, under 21s and over 65s)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
People who are intending to undergo, are undergoing or have undergone a process or part of a process of gender reassignment	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Impact due to pregnancy/ maternity	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
People of particular faiths and beliefs	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
People on low incomes	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

If any of the answers to the questions above is, “negative” or “unclear” you will need to undertake a detailed impact assessment.

¹ Disability discrimination is different from other types of discrimination since it includes the duty to make reasonable adjustments.

2.5	Based on your responses, should a full, detailed EQIA be carried out on the project, policy or proposal
	Yes or <input type="checkbox"/> No <input checked="" type="checkbox"/>
2.6	Provide brief reasons on how you have come to this decision?
	This is a policy document which informs funding decisions regarding infrastructure. The policy applies to all relevant projects equally and requires the needs of all community members to be considered when making infrastructure funding decisions.

SECTION 3: ASSESSING THE IMPACT

In order to be able to identify ways to mitigate any potential impact it is essential that we know what those potential impacts might be. Using the evidence gathered in section 2, explain what the potential impact of your proposal might be on the groups you have identified. You may wish to further supplement the evidence you have gathered using the table below in order to properly consider the impact.

Protected Group		Positive impact?			Negative impact? If so, please specify the nature and extent of that impact	No specific impact	If the impact is negative, how can it be mitigated? Please specify any mitigation measures and how and when they will be implemented	What, if any, are the cumulative effects of this decision when viewed in the context of other Council decisions and their equality impacts
		Eliminate discrimination	Advance equality	Good relations				
Gender	Men					X		
	Women					X		
Race	White					X		
	Mixed/Multiple ethnic groups					X		
	Asian/Asian British					X		
	Black/African/Caribbean/Black British					X		
	Gypsies / travellers					X		
	Other ethnic group					X		
Disability	Physical		X					Policy will encourage provision/design of more inclusive public spaces.
	Sensory		X					As above
	Learning Difficulties		X					As above
	Learning Disabilities		X					As above

	Mental Health		X					As above
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Protected Group		Positive impact?			Negative impact?	No specific impact	What will the impact be? If the impact is negative, how can it be mitigated? (action)	What are the cumulative of effects
		Eliminate discrimination	Advance equality	Good relations				
Sexual Orientation	Lesbian, gay men, bisexual					X		
Age	Older people (50+)		X					Policy encourages provision of community facilities. Older people are more likely to utilise.
	Younger people (16 - 25)					X		
Gender Reassignment						X		
Impact due to pregnancy/maternity						X		
Groups with particular faiths and beliefs						X		
People on low incomes			X					Policy encourages provision of infrastructure that will be available to low income households and have a disproportionate impact on quality of life.

SECTION 4: ACTION PLAN

4.1	<p>Complete the action plan if you need to reduce or remove the negative impacts you have identified, take steps to foster good relations or fill data gaps.</p> <p><i>Please include the action required by your team/unit, groups affected, the intended outcome of your action, resources needed, a lead person responsible for undertaking the action (inc. their department and contact details), the completion date for the action, and the relevant RAG rating: R(ed) – action not initiated, A(mber) – action initiated and in progress, G(reen) – action complete.</i></p> <p>NB. Add any additional rows, if required.</p>						
	Action Required	Equality Groups Targeted	Intended outcome	Resources Needed	Name of Lead, Unit & Contact Details	Completion Date (DD/MM/YY)	RAG

THIS SECTION TO BE COMPLETED BY THE RELEVANT SERVICE MANAGER

SIGNATURE:

FULL NAME:

UNIT:

EMAIL & TELEPHONE EXT:

DATE (DD/MM/YYYY):

WHAT NEXT?

It is the responsibility of the service to complete an EQIA to the required standard and the quality and completeness of EQIAs will be monitored by EMT.

All EQIAs for proposed changes to levels of service arising from budget proposals must be completed by (insert date).

All completed EQIAs should be sent to equalities@westminster.gov.uk