

Equality Impact Assessment Screening Tool

1	Lead officer contact details: Philip.crowther@haringey.gov.uk
2	Date: 12/09/2019
3	Summary of the proposal: To prepare and establish the Highgate School Supplementary Planning Document (SPD) to appropriately manage the future developments within Highgate School Estate grounds. This is in accordance with the site requirement in Haringey's Local Plan which identifies Highgate School landholding as a Site Allocation 41 (SA41) in the Site Allocations DPD which is adopted in July 2017.

Response to Screening Questions	Yes	No	Please explain your answer.
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a) Type of proposal

4.	Is this a new proposal or a significant change to a policy or service, including commissioned service?	X	The Highgate School SPD is supplementary to Haringey's Local Plan as guidance and does not introduce new policy. This document will not affect or change any policy. The Local Plan was subject to its own Equality Impact Assessment.
5.	Does the proposal remove, reduce or alter a service or policy?	X	The proposal does not remove, reduce or alter policy as the Highgate School SPD is supplementary to the relevant Local Plan policies as guidance. It does not introduce new policy nor change any existing adopted policies.
6.	Will there be a restructure or significant changes in staffing arrangements? Please see the restructure pages for guidance for restructure EqlAs.	X	No
7.	If the service or policy is not changing, have there been any known equality issues or	X	No

	concerns with current provision. For example, cases of discrimination or failure to tackle inequalities in outcomes in the past?			
b) Known inequalities				
8.	Could the proposal disproportionately impact on any particular communities, disadvantaged or vulnerable residents?		X	<p>No. The proposal will not disproportionately impact on any particular communities, disadvantaged or vulnerable residents. The proposal affects future developments to be carried out by Highgate School within the Highgate School Estate landholding only. Some development proposals included in the Highgate School SPD specifically seek to improve accessibility for their pupils and staff to meet the needs of those with disabilities and to embrace diversity.</p> <p>In addition, the proposal in the SPD affects future developments to be carried out by Highgate School within the Highgate School Estate landholding only. The SPD is subject to a public consultation prior to adoption in which local residents, communities and other members of the public within the surrounding area will have the opportunity to submit their input and be involved in the proposal. In addition, future developments included in the SPD will be further assessed at the detailed planning application stage which may be subject to further public consultations.</p>
9.	<p>Is the service targeted towards particular disadvantaged or vulnerable residents?</p> <p><i>This can be a service specifically for a group,</i></p>		X	<p>No. The proposal seeks to positively contribute to local residents and communities. Some development proposals included in the Highgate School SPD specifically seek to improve accessibility for their</p>

	<i>such as services for people with Learning Disabilities. It can also be a universal service but has specific measures to tackle inequalities, such as encouraging men to take up substance misuse services.</i>			pupils and staff to meet the needs of those with disabilities and to embrace diversity.
10.	Are there any known inequalities? For example, particular groups are not currently accessing services that they need or are more likely to suffer inequalities in outcomes, such as health outcomes.		X	No
11	If you have answered yes to at least one question in both sections a) and b), Please complete an EqIA.			<ul style="list-style-type: none"> No – full EQIA not required.