

APPENDIX 4

Title of proposed EIA	Post Grenfell 3 Years On
Reference No	EQUA552
EA is in support of	Amended Function
Review Frequency	Annually
Date of first review	16/08/2020
Directorate	Neighbourhoods
Division	Asset Management and Maintenance
Service Area	Capital Investment Team
Responsible Officer(s)	■ Lorraine Long
Quality Control Officer(s)	■ Leroy Pearce
Accountable Officer(s)	■ Martin Tolley
Purpose of proposal	Update Cabinet on Post Grenfell Fire Safety Developments and Dame Judith Hackett Implementation Plan
Data sources	Consultation Results; relevant reports/strategies; relevant research; Other (please specify)
Please include any other sources of data	West Midlands Fire Service
ASSESS THE IMPACT AGAINST THE PROTECTED CHARACTERISTICS	
Protected characteristic: Age	Service Users / Stakeholders; Wider Community
Age details:	All residents are impacted. However it must be noted significant support arrangements are in place to support residents of all ages.
Protected characteristic: Disability	Service Users / Stakeholders; Wider Community
Disability details:	All aspects of disability are relevant. Significant support arrangements are in place to support our Disabled Citizens.
Protected characteristic: Gender	Service Users / Stakeholders; Wider Community
Gender details:	The service provides support as required or when specified in order to ensure no discrimination takes place.

Protected characteristics: Gender Reassignment

Service Users / Stakeholders; Wider Community

Gender reassignment details:

The service provides support as required or when specified in order to ensure no discrimination takes place.

Protected characteristics: Marriage and Civil Partnership

Service Users/ Stakeholders; Wider Community

Marriage and civil partnership details:

The service provides support as required or when specified in order to ensure no discrimination takes place.

Protected characteristics: Pregnancy and Maternity

Service Users / Stakeholders; Wider Community

Pregnancy and maternity details:

The service provides support as required or when specified in order to ensure no discrimination takes place.

Protected characteristics: Race

Service Users / Stakeholders; Employees; Wider Community

Race details:

All contractors and BCC staff are bound by statute to ensure compliance.

Protected characteristics: Religion or Beliefs

Service Users / Stakeholders; Wider Community

Religion or beliefs details:

These improvements to residents' homes are being delivered in a sensitive and respectful manner. The contracts require that all operatives and staff are trained to ensure that no-one is discriminated against and that all needs are catered for respectfully and in compliance with statute.

Protected characteristics: Sexual Orientation

Service Users / Stakeholders; Wider Community

Sexual orientation details:

The service is delivered sensitively to ensure no discrimination takes place.

Please indicate any actions arising from completing this screening exercise.

These improvements to residents' homes are being delivered in a sensitive and respectful manner. The contracts require that all operatives and staff are trained to ensure that no-one is discriminated against and that

all needs are catered for respectfully and in compliance with statute.

Please indicate whether a full impact assessment is recommended

NO

What data has been collected to facilitate the assessment of this policy/proposal?

Customer satisfaction rating confirms that there is a high level of satisfaction amongst all service users. When fire safety works are carried out to residents' homes, customer satisfaction feedback will be monitored.

Consultation analysis

Consultation is active and ongoing through the City Housing Liaison Board and local HLBs and residents group.

Local agencies regularly liaise with our service where people are identified as needing specific support. West Midlands Fire Service are also involved.

Adverse impact on any people with protected characteristics.

Every effort is made to ensure that no customer is adversely affected. Fire Safety Works are dealt with in compliance with statutory legislation and, where appropriate, in line with policies which have been consulted on with tenants and leaseholders.

Could the policy/proposal be modified to reduce or eliminate any adverse impact?

The primary objective is to respond to individual needs on a bespoke basis. Everyone has the right to be treated with respect and as an individual.

Therefore, although policies provide a useful guideline, the needs of individuals vary widely and every effort is made to cater for specific needs as they arise. i.e. the call centre offer language translation services.

How will the effect(s) of this policy/proposal on equality be monitored?

The approach will continue to be monitored based on customer feedback at all times.

What data is required in the future?

	Continued monitoring of complaints and customer satisfaction feedback to ensure we are meeting the needs of all protected characteristics.
Are there any adverse impacts on any particular group(s) If yes, please explain your reasons for going ahead.	No
Initial equality impact assessment of your proposal	All staff and contractors are bound by the Equality Act 2010. Therefore, every effort is made to support the needs of all service users and more specifically those with Protected Characteristics. There is no indication at present, through complaints data or customer satisfaction, that we are falling short of our statutory obligations. However, we recently received a challenge regarding the impact of repairs on Mental Health; therefore, a focussed piece of work will now be undertaken in this area.
Consulted People or Groups	
Informed People or Groups	
Summary and evidence of findings from your EIA	Customer satisfaction ratings continue to be extremely high, based on high levels of returns. Ongoing consultations with residents/residents groups/contractors and West Midlands Fire Service will be carried out during the installation of these fire safety measures.
QUALITY CONTROL SECTION	
Submit to the Quality Control Officer for reviewing?	No
Quality Control Officer comments	Equalities have been fully considered. I pass this to the Accountable Officer for final approval.
Decision by Quality Control Officer	Proceed for final approval
Submit draft to Accountable Officer?	No
Decision by Accountable Officer	Approve
Date approved / rejected by the Accountable Officer	14/08/2020
Reasons for approval or rejection	
Please print and save a PDF copy for your records	Yes

Julie Bach

Person or Group

Content Type: Item

Version: 33.0

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