

Equality, Diversity, Cohesion and Integration Impact Assessment



As a public authority we need to ensure that all our strategies, policies, service and functions, both current and proposed have given proper consideration to equality, diversity, cohesion and integration. In all appropriate instances we will need to carry out an equality, diversity, cohesion and integration impact assessment.

This form:

- can be used to prompt discussion when carrying out your impact assessment
- should be completed either during the assessment process or following completion of the assessment
- should include a brief explanation where a section is not applicable

Directorate: Resources & Housing	Service area: Property & Contracts
Lead person: Louise Almond/Jon Andrews	Contact number: 0113 3781347 - 07712215525
Date of the equality, diversity, cohesion and integration impact assessment: 19/12/17	

1. Title: Sprinkler systems in Multi Story Flats

Is this a:

Strategy /Policy
 Service / Function
 Other

If other, please specify Capital planned works to improve four high rise blocks and their surrounding area

2. Members of the assessment team:

Name	Organisation	Role on assessment team e.g. service user, manager of service, specialist

3. Summary of strategy, policy, service or function that was assessed:

The project is to undertake improvements to all council owned high rise blocks in the city. Specific improvements will be the retrofitting of sprinkler systems.

City wide cover - to make all high rise blocks safer in the event of a fire.

The work will expand an existing sprinkler programme, initially another 8 blocks will have systems installed, protecting 888 dwellings.

Name of block	Number of storeys
Cottingley Heights	24
Cottingley Towers	24
Gamble Hill Croft	12
Gamble Hill Grange	12
Naseby Grange	17
Crescent Towers	17
Marlborough Towers	17
Parkway Towers	17

Two PFI run blocks Sherburn Court and Carlton Croft will have systems installed in 2018/19 as part of the existing programme.

The value of the works for the first 8 blocks will not exceed £3.6m and will be delivered by the existing contractor Armstrong Priestly and Leeds Building Service. The work will consist of:

- Sprinklers installed to communal areas
- Sprinklers installed to each dwelling
- Associated pipework, pumps, storage tanks and trunking

In addition, the Council now needs to procure a future supply arrangement to help it deliver a longer term investment requirement of around £22 million in additional sprinkler works

4. Scope of the equality, diversity, cohesion and integration impact assessment
(complete - 4a. if you are assessing a strategy, policy or plan and 4b. if you are assessing a service, function or event)

4a. Strategy, policy or plan

(please tick the appropriate box below)

The vision and themes, objectives or outcomes	<input type="checkbox"/>
The vision and themes, objectives or outcomes and the supporting guidance	<input type="checkbox"/>
A specific section within the strategy, policy or plan	<input type="checkbox"/>

Please provide detail:

--

4b. Service, function, event	
please tick the appropriate box below	
The whole service (including service provision and employment)	<input type="checkbox"/>
A specific part of the service (including service provision or employment or a specific section of the service)	<input type="checkbox"/>
Procuring of a service (by contract or grant)	<input checked="" type="checkbox"/>
Please provide detail:	
See section 3.	

<p>5. Fact finding – what do we already know</p> <p>Make a note here of all information you will be using to carry out this assessment. This could include: previous consultation, involvement, research, results from perception surveys, equality monitoring and customer/ staff feedback.</p> <p>(priority should be given to equality, diversity, cohesion and integration related information)</p> <p>The first phase of additional blocks (see section 3) have been assessed as priority blocks.</p> <p>The criteria applied to establish risk levels is shown below:</p> <ul style="list-style-type: none"> • Sheltered Housing Accommodation • Height, number of storeys • Occupancy / No of apartments • Single staircase • History of fires within apartments • History of fires within common areas / refuse chute/room • Vulnerable customers • Gas installation • Enhanced Blocks / ASB • Basement car park <p>Priority was established by simply identifying the buildings with the higher number of all the above criteria.</p> <p>Extensive consultation has taken place in all tower blocks post Grenfell.</p> <p>By installing sprinklers in the first 8 blocks 888 dwellings will be further protected.</p> <p>Sprinklers will be installed in all dwellings, therefore, this will be of benefit to all equality characteristics</p>
--

Are there any gaps in equality and diversity information
Please provide detail:
 Tenant profiling has not been completed for all 116 blocks.

Action required: Tenant profiling will form part of the delivery programme

6. Wider involvement – have you involved groups of people who are most likely to be affected or interested

Yes No

Please provide detail:

Visits to all tower blocks have been made re fire safety post Grenfell, in addition, all tenants have received a number of letters informing them of the current position on cladding on tower blocks and fire safety advice.

Tenant consultation has been a fundamental part of the delivery of works. Currently, six blocks have sprinkler systems installed.

Action required: Continue with robust consultation process

7. Who may be affected by this activity?
 please tick all relevant and significant equality characteristics, stakeholders and barriers that apply to your strategy, policy, service or function

Equality characteristics

<input checked="" type="checkbox"/> Age	<input checked="" type="checkbox"/> Carers	<input checked="" type="checkbox"/> Disability
<input checked="" type="checkbox"/> Gender reassignment	<input checked="" type="checkbox"/> Race	<input checked="" type="checkbox"/> Religion or Belief
<input checked="" type="checkbox"/> Sex (male or female)	<input checked="" type="checkbox"/> Sexual orientation	

Other

(Other can include – marriage and civil partnership, pregnancy and maternity, and those areas that impact on or relate to equality: tackling poverty and improving health and well-being)

Please specify:

Stakeholders

Services users

Employees

Trade Unions

Partners

Members

Suppliers

Other please specify

Potential barriers.

Built environment

Location of premises and services

Information and communication

Customer care

Timing

Stereotypes and assumptions

Cost

Consultation and involvement

Financial exclusion

Employment and training

specific barriers to the strategy, policy, services or function

Please specify

8. Positive and negative impact

Think about what you are assessing (scope), the fact finding information, the potential positive and negative impact on equality characteristics, stakeholders and the effect of the barriers

8a. Positive impact: The installation of sprinkler systems is a safety measure that will establish a safer environment fall all.

Action required:
Continue with sprinkler roll out asap.

8b. Negative impact:
There will be some minor disruption to the communal areas and each individual dwelling during the installation works. There will be questions from residence in relation to the sequencing of tower blocks.
Action required:
Robust contractor management to reduce impact on residents during installation phase. Continued/regular consultation.

9. Will this activity promote strong and positive relationships between the groups/communities identified?
<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Please provide detail: Ongoing consultation will help dialogue and understanding between all parties.
Action required: Ongoing consultation

10. Does this activity bring groups/communities into increased contact with each other? (e.g. in schools, neighbourhood, workplace)
--

Yes

No

Please provide detail: Potentially, via consultation events.

Action required: Ongoing consultation

11. Could this activity be perceived as benefiting one group at the expense of another? (e.g. where your activity/decision is aimed at adults could it have an impact on children and young people)

Yes

No

Please provide detail: It is the intention to install sprinklers in all tower blocks.

Action required: n/a

12. Equality, diversity, cohesion and integration action plan

(insert all your actions from your assessment here, set timescales, measures and identify a lead person for each action)

Action	Timescale	Measure	Lead person
5. Tenant profiling will form part of the delivery programme	Ongoing	Forms part of contract management plan	Planned Works Project Manager
6. Continue with robust consultation process	Ongoing	Forms part of contract management plan	Planned Works Project Manager
8a. Continue with sprinkler roll out asap.	Ongoing	Forms part of contract management plan	Planned Works Project Manager
8b. Robust contractor management to reduce impact on residents during installation phase. Continued/regular consultation	Ongoing	Forms part of contract management plan	Planned Works Project Manager

Action	Timescale	Measure	Lead person
9 & 10 Ongoing consultation	Ongoing	Forms part of contract management plan	Planned Works Project Manager

13. Governance, ownership and approval

State here who has approved the actions and outcomes from the equality, diversity, cohesion and integration impact assessment

Name	Job Title	Date
Neil Evans	Director of Resources and Housing	19/12/17
Date impact assessment completed		19/12/17

14. Monitoring progress for equality, diversity, cohesion and integration actions (please tick)

- As part of Service Planning performance monitoring
- As part of Project monitoring
- Update report will be agreed and provided to the appropriate board
Please specify which board
- Other (please specify)

15. Publishing

Though **all** key decisions are required to give due regard to equality the council **only** publishes those related to **Executive Board, Full Council, Key Delegated Decisions** or a **Significant Operational Decision**.

A copy of this equality impact assessment should be attached as an appendix to the decision making report:

- Governance Services will publish those relating to Executive Board and Full Council.
- The appropriate directorate will publish those relating to Delegated Decisions and Significant Operational Decisions.
- A copy of all other equality impact assessments that are not to be published should be sent to equalityteam@leeds.gov.uk for record.

Complete the appropriate section below with the date the report and attached assessment was sent:

For Executive Board or Full Council – sent to Governance Services	Date sent:
For Delegated Decisions or Significant Operational Decisions – sent to appropriate Directorate	Date sent:
All other decisions – sent to equalityteam@leeds.gov.uk	Date sent: