

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: Housing
Lead person: Louise Almond / Graham Ollerenshaw	Contact number: 0113 3781347 / 0113 3786329
Date of the equality, diversity, cohesion and integration impact assessment: 17 th January 2020	

1. Title: Approval to call off from an existing framework for specialist works for retrofitting of Automatic Sprinkler Systems to a further 16 housing high-rise blocks

Is this a:

Strategy /Policy
 Service / Function
 Other

If other, please specify
Capital planned works to improve sixteen high rise blocks

2. Members of the assessment team:

Name	Organisation	Role on assessment team e.g. service user, manager of service, specialist
Louise Almond	Leeds City Council	Planned Works Project Manager
Graham Ollerenshaw	Leeds Building Services	Senior Service Manager
Amanpreet Kaur	Leeds City Council	Project Support Officer
Daniel White	Leeds City Council	Quantity Surveyor

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

The project is part of wider activity to undertake fire safety improvements to council owned high rise blocks in the city. Specific improvements will be the retrofitting of automatic sprinkler systems to make high rise blocks safer in the event of a fire.

The work will develop further an existing sprinkler programme with an additional sixteen blocks to have systems installed. This will make a difference to 1,515 dwellings.

One PFI block is planned to have systems installed in 2022/23 as part of the existing programme.

The total value of the planned works is approximately £9.6m; included in this total the value of the external contract for specialist works is £2.86m. Works will be delivered by Leeds Building Services, who plan to use their existing contractor Armstrong Priestley for the specialist elements of activity, procuring them via a call-off from the framework contract.

The works on the blocks will consist of:

- Sprinklers installed to communal areas
- Sprinklers installed to each dwelling
- Associated pipework, pumps, storage tanks and trunking / false ceiling in communal areas
- Installation of a webway to allow a direct link to LeedsWatch and the fire service

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)	<div style="border: 1px solid black; width: 40px; height: 40px; margin: 0 auto; display: flex; align-items: center; justify-content: center;"> X </div>
Please provide detail: Please see Section 3.	
5. Fact finding – what do we already know 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. (priority should be given to equality, diversity, cohesion and integration related information) The additional sixteen high rise blocks comprise of about 1,515 dwellings in total. They have been assessed as priority blocks. Priority was recognised by using the below criteria to establish risk levels: <ul style="list-style-type: none"> • Height, number of storeys • Occupancy • Number of flats • Resident demographic (e.g. sheltered, vulnerable) • Single staircase • History of fires • Anti-social behaviour • Presence of gas • Protection for fire and rescue personnel • Refurbishment • Underground car park / garages Regular reviews of priority blocks are undertaken by the Corporate Fire Safety Manager. Extensive resident consultation has taken place in all tower blocks post Grenfell and there is support from residents for the scope of work to be carried out. Sprinklers will be installed in all dwellings, therefore this will be of benefit to all equality characteristics.	
Are there any gaps in equality and diversity information Please provide detail: Resident profiling is ongoing for the delivery of the sprinkler programme.	
Action required: As part of normal business procedures local Ward Councillors, as well as residents, of blocks that are planned to receive sprinkler works will be consulted by housing and engaged with in advance of works being started on site. Once on site there will be a dedicated site team who will liaise with residents to ensure we achieve 100% access to flats. By liaising with housing officers and residents we will be able to manage any access issues	

e.g. respite, medical appointments and carers visiting times as well as working hours and be flexible when arranging appointments.

Consultation events are to take place on site and Ward Councillors and the Area Office are fully involved in this consultation process.

To help residents better understand planned works, and also see what the sprinklers will look like, mock-ups of the sprinkler systems will be placed in communal areas. From previous experience residents have found this beneficial as they could see first-hand the works that were to be installed and recognise the benefits of the programme. A dedicated site team will also be available to deal with resident queries and any issues that arise.

The site set-up allows for a void flat to be used as a drop in centre. Opening times will be reviewed and implemented accordingly to ensure that the needs of residents are being met as appropriate i.e. adjusting times in order to offer a range of services to residents.

The Planned Works Project Manager will effectively manage the contractor in line with the contract management plan to reduce the impact on residents during the installation phase.

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 residents have received a number of letters informing them of the current position on cladding on tower blocks and fire safety advice. All residents of the sixteen blocks will most likely be affected and interested in the scope of works due to be implemented. LCC will hold consultation events to engage with residents and keep them informed as the scheme progresses. Resident consultation has been a fundamental part of all sprinkler retro-fitting works done to date and will continue to be so.

By summer 2020 the council will have installed sprinklers in 37 high rise housing blocks in Leeds. This contract will enable the council to continue improving its housing stock, so that 53 blocks in the city will have them fitted by March 2023.

Leaseholder consultation processes have not been necessary as leaseholders who have flats in our high rise buildings are not charged for sprinkler retro-fitting works.

Action required:

Continue with established resident 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

Age

Carers

Disability

Gender reassignment

Race

Religion or Belief

Sex (male or female)

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 for all. The sprinkler installations will add a further layer of protection and will help save individuals who might not otherwise be able to escape.
Key benefits include: <ul style="list-style-type: none">• Establish a safer environment for all• Protect property and increase sustainability• Help mitigate and significantly reduce damage caused by a fire• Provides an alarm to alert LeedsWatch and the fire service of a fire• Alerts residents of a fire• Protection from actions of any arsonist• Assurances that the risk of injury and death to fire fighter and residents safety have been reduced to a minimum
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 may be questions from residents in relation to the sequencing of tower blocks.
Action required:
Effective contract management plan. 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)
<input checked="" type="checkbox"/> _____ <input type="checkbox"/>

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)	
<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No
Please provide detail:	
It is the intention to install sprinklers in all high-rise 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
Robust contractor management to reduce impact on residents during installation phase	Ongoing	Forms part of contract management plan	Planned Works Project Manager
Resident profiling will form part of the delivery programme	Ongoing	Forms part of contract management plan	Planned Works Project Manager
Continue with robust and frequent consultation process	Ongoing	Forms part of contract management plan	Planned Works Project Manager
Continue with sprinkler roll out	Ongoing	Forms part of contract management plan	Planned Works Project Manager
Housing Officers and site team to liaise/consult with local residents – Housing Officers and site team will be available to liaise with local residents on queries they may have in regards to the sprinkler installation works.	Ongoing	Feedback received from residents will be considered as part of ongoing consultation on the scheme.	

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
Jon Andrews	Capital Programme Manager	27.02.2020
Date impact assessment completed		24.02.2020

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: April 2020
All other decisions – sent to equalityteam@leeds.gov.uk	Date sent: