

## **Equality Impact Assessment** - To be completed using the checklist of questions at the end of the table

### **Title of work being assessed:**

### **Introduction**

The **Fire Safety Management Policy** (FSM) and associated **Clear and Safe program** are necessary to ensure compliance with the Regulatory Reform (Fire Safety) Order 2005 (RR(FS)O). The need for a robust fire safety management system and to be seen to be operating it has substantially increased since the Grenfell House disaster in 2017. Following recommendations by Service Leads and a consultation period both the FSM policy and C&S strategy were approved by Members before implementation.

Fire Risk Assessments are a strict legal requirement under RR(FS)O. They are therefore a key element of the FSM policy which, to ensure verifiable compliance requires we use an accredited contractor using competent and accredited operatives (fire risk assessors). A new contractor which satisfied this requirements was appointed in 2018 incorporated an 'upgrade' to the FRAs which now provide a greater depth of assessment (e.g. sample flats are now assessed, not just communal areas). In general, we must act on recommendations unless they would not be reasonably practicable.

The last tranche of FRAs identified a risk from having the refuse bin-store as part of the fabric of the block of flats at Hamlin Gardens. The FRA report for this block recommended that the bins are moved away from the block so that any fire would not pose a risk to the structure of the block or the tenants within. This will also enable the fire service to deal with the fire without the additional potential complication of needing to evacuate or part evacuate tenants.

As we were able to identify a suitable place for the relocation of the bins, the FRAs recommendation is 'reasonably practicable' and we should undertake the control measure unless we can provide an equally good or better alternative.

**Lead officer:** Kirsty Bickell

**Service Manager:** Lawrence Blake

**Stakeholders:**

For each of the areas below, an assessment has been made on whether the policy has a **positive, negative or neutral impact**, and brief details of why this decision was made and notes of any mitigation are included. Where the impact is negative, a **high, medium or low assessment** is given. The assessment rates the impact of the policy based on the current situation (i.e. disregarding any actions planned to be carried out in future).

**High impact** – a significant potential impact, risk of exposure, history of complaints, no mitigating measures in place etc.

**Medium impact** –some potential impact exists, some mitigating measures are in place, poor evidence

**Low impact** – almost no relevancy to the process, e.g. an area that is very much legislation led and where the Council has very little discretion

	Neutral	Positive	Negative
<b>Protected characteristic/ area of interest</b> <b>Race and ethnicity</b> (including Gypsies and Travellers; migrant workers asylum seekers etc.)		<b>Low impact:</b> Moving the bins will have no effect on this group. Their safety will be improved.	
<b>Disability</b> (as defined by the Equality Act - a person has a disability if they have a physical or mental impairment that has a substantial and long-term adverse effect on their ability to carry out normal day-to-day activities. This can include mental health conditions, long term illnesses such as cancer and HIV, cognitive issues, learning disabilities and sensory impairments)			<b>Medium impact:</b> The frail, elderly or those with mobility difficulties may find the extra distance outdoors make the bins a bit harder to access the bins, especially in poor weather. However, this does not negate or override the fire safety issue.  Where the matter poses a high impact for an individual then alternative accommodation may need to be considered as 'reasonable adjustments' do not take priority over safety legislation.
<b>Sex/Gender</b>		<b>Low impact:</b> Moving the bins will have no effect on this group.	

		Their safety will be improved.	
<b>Gender reassignment</b>		<b>Low impact:</b> Moving the bins will have no effect on this group. Their safety will be improved.	
<b>Religion and belief</b> (includes no belief, some philosophical beliefs such as Buddhism and sects within religions)		<b>Low impact:</b> Moving the bins will have no effect on this group. Their safety will be improved.	
<b>Sexual orientation</b> (including heterosexual, lesbian, gay, bisexual)		<b>Low impact:</b> Moving the bins will have no effect on this group. Their safety will be improved.	
<b>Age</b> (children and young people aged 0 – 24, adults aged 25 – 50, younger older people aged 51 – 75/80; older people 81+; frail older people; people living with age related conditions. The age categories are for illustration only as overriding consideration should be given to needs).		<b>Low impact:</b> Moving the bins will have no effect on this group. Their safety will be improved accept potentially for some older persons (see <b>Disability</b> )	
<b>Community relations</b>			<b>Medium impact:</b> Moving the bins will not be popular with all because they will have to travel further to the bins sometimes in the cold and wet. Neighbouring properties may object to the new facility as an ‘eye-sore’ if they can see it from their windows and may worry about noxious smells if the bins are now nearer to their property. They may believe that these impacts will reduce the value of their property.
<b>Human Rights</b>		<b>Low impact:</b> There is no contravention of the UN’s Universal Declaration of Human	

		Rights or the UK's Human Rights Act	
<b><u>Actions identified as a result of the impact assessment (these should be SMART):</u></b>			
<b>Action</b>	<b>Lead</b>	<b>By when</b>	
Advisory consultation with tenants and objectors	Lawrence Blake	As required	

	<b>Equality Impact Assessment Report Questions checklist taken from the EQIA Toolkit – please note this is for reference purposes only. Not all questions will need to be answered in full.</b>
<b>1.</b>	Describe the piece of work you are assessing and the reason it is being carried out. Are you: <ul style="list-style-type: none"> <li>○ Making a strategic budget proposal – <i>budget already in place</i></li> <li>○ Developing a new policy, strategy or project – <i>actions follow existing policy and strategy accepted by members</i></li> <li>○ Reviewing and revising a policy, strategy or project – <i>not required</i></li> <li>○ Reviewing a function or a service – <i>not applicable</i></li> <li>○ Restructuring a service – <i>not applicable</i></li> </ul> Include any options appraisal and if you have a preferred option explain why – <i>not applicable</i>
<b>2.</b>	What are the timescales for completing the work? What committee deadlines do you have to meet?  The works need to be completed as soon as reasonably practicable to comply with legislation.
<b>3.</b>	What are the aims and objectives of the work? How do these link to wider council or strategic objectives.  To be a well-run council and building great and safe neighbourhoods and to satisfy the Regulatory Reform (Fire Safety) Order 2005 and the Council's objective to remain compliant.
<b>4.</b>	Who will be the main beneficiaries of the piece of work and in what way? All people in Exeter? Council staff? A specific stakeholder group? A combination of these?  Tenants of the block concerned and fire fighters will all be safer as a result of the works to move the bins and the Council will comply with its own policy and fire safety requirements.
<b>5.</b>	What data do you have on how different groups would be affected by the work?

	Our knowledge of the tenants living in Hamlin Gardens following regular visits by housing officers.
<b>6.</b>	<p>What research studies or reports have been carried out in other areas of the country or nationally that provide information about the likely impact of your work on equality groups?</p> <p>Not applicable.</p>
<b>7.</b>	<p>What consultation has taken place or is planned with customers (individuals and groups) from equality groups?</p> <p>Consultation was carried out by way of initial letter to all of the residents living within the blocks directly impacted by the re-siting of the bin stores. Where residents raised individual concerns about the impact of the re-siting on their specific needs, individual consultation was carried out to establish how and where reasonable adjustments should be made.</p>
<b>8.</b>	<p>What does the consultation indicate about any differential positive or negative impact(s) of this piece of work?</p> <p>The consultation indicated that at least one resident might be impacted by the re-siting of the bin stores. This resident was spoken to individually and reasonable adjustments made to the proposed siting.</p>
<b>9.</b>	<p>If there are gaps in your previous or planned consultation and research are there any experts/relevant groups that can be contacted to get further views or evidence on the issues? If so please explain who they are and how you will obtain their views.</p> <p>N/A</p>
<b>10.</b>	<p>If you have indicated there is a negative impact on any group, is that impact Legal; Intended; of high or low impact?</p> <p>The impacts are legal and intended and all assessed as low impact</p>
<b>11.</b>	<p>If you identified any negative impact that is of low significance, can you minimise or remove it? If so how?</p> <p>There are no low impact negatives</p>
<b>12.</b>	<p>Could you improve the strategy/policy/project's positive impact and if so how?</p>
<b>13.</b>	<p>How do you intend to continue monitoring the impact of this strategy/policy/project?</p>

	We will monitor the process of re-siting bins as this project expands following the recommendations that come out of Fire Risk Assessments.
14.	If there are gaps in your evidence base, do you need to carry out any further research about the likely impact of your work on equality groups?
	<b>There might be a time delay here as you will need to get the results of your consultation before you can continue working your way through the questions.</b>
15.	As a result of this assessment and available evidence collected, including consultation, what if any changes do you need to make to the strategy/policy/project?  None
16.	Will the changes planned ensure that the negative impact is: Legal; Intended; of low impact?
17.	What monitoring/evaluation/review process have you set up to check the successful implementation of the strategy/policy/project?  Monitor implementation of the project and compliance of clear escape routes.
18.	How will this monitoring/evaluation further assess the impact on the equality groups/ensure the strategy/policy/project is non-discriminatory?  N?A
19.	Please provide an action plan showing any recommendations that have arisen from the assessment and how you plan to take them forward. Are your actions SMART (specific, measurable, achievable, relevant and time-based).

**20.** When will you next review this work and the impact assessment?

The policy will be reviewed every 3 years with regular fire risk assessments, the frequency of which will be risk based.