

Equality Impact Assessment (EQIA) Initial Screening

Title of EQIA	Maintenance and Contracts service area EQIA <i>(the operational opening of all service area functionality)</i>
Date	2 nd October 2020
Officer carrying out screening	Lee Woods (Senior Surveyor)
Service Area	Maintenance and Contracts
Project Sponsor	Ian Blofield (Head of Service)

The characteristics protected by the Equality Act are: **Disability, Age, Sex (gender), Gender reassignment, Marriage/civil partnership, Pregnancy/maternity, Race, Sexual orientation and Religion/belief.**

The purpose of this Equality Impact Assessment is to achieve the following.

By law we must have due regard to the need to:

- (a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Act
- (b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it
- (c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

Further information on each of the characteristics can be found at the end of the document.

1. Project/Proposal/ Service changes

What is proposed?	The proposal is for the re-introduction and delivery of all workstreams within Maintenance and Contracts service area.
Why are the changes being introduced?	The changes are being introduced as a result of COVID-19 which has caused the Council to review it's working practices and on how these can be delivered within a safe working environment.
What evidence is being used to support this equality impact analysis?	Tactical Management Team (TMT) approved phases 1, 2 & 3 of the service area recovery plan and the final phase 4 is being considered by TMT imminently. TMT and Corporate Health & Safety have approved COVID specific risk assessments. Employee welfare has been supported by Human Resources.
How will this change be implemented?	The changes will be implemented through scheduled employee 1-2-1's with HR, the outcome of which will be collated Tactical Management Team (TMT) approval. Risk assessments and safe systems of work have been communicated by individual toolbox talk training. Other well being and mental health support mechanisms are also available. Tenants have been communicated to via formats such as Twitter and individually to carry out works to their homes and made fully aware of new working practices to keep them safe during any works

2 Equality Impact Analysis

Who is affected?	Impact (positive/negative/no change)	Explanation of impact	Actions to mitigate any adverse impact or further promote positive impact
Age	No anticipated impact within this protected characteristic	The reintroduction of all service related workstreams has no positive or negative impacts on any of the protected characteristics.	<p>Due to the nature of the service area delivery, there is no anticipated impact within this characteristic.</p> <p>Any physical COVID related impact will be managed through Tactical Management Team (TMT) approved risk assessments.</p>
Disability	No anticipated impact within this protected characteristic	The reintroduction of all service related workstreams has no positive or negative impacts on any of the protected characteristics.	<p>The characteristic is managed through our internal Disabled Adaptations team and Occupational Therapists to provide equality and access to services.</p> <p>Where a customer requires personal support or access to the service in a particular way, each adaptation is designed to meet the needs of the customer.</p>

Who is affected?	Impact (positive/negative/no change)	Explanation of impact	Actions to mitigate any adverse impact or further promote positive impact
			<p>Any physical COVID related impact will be managed through Tactical Management Team (TMT) approved risk assessments.</p> <p>Complaints are screened, and a review process is in place to deal with them accordingly.</p>
Gender reassignment	No anticipated impact within this protected characteristic	The reintroduction of all service related workstreams has no positive or negative impacts on any of the protected characteristics.	<p>Due to the nature of the service area delivery, there is no anticipated impact within this characteristic that maybe affected by COVID-19</p> <p>Any physical COVID related impact will be managed through Tactical Management Team (TMT) approved risk assessments.</p>
Pregnancy and maternity	No anticipated impact within this protected characteristic	The reintroduction of all service related workstreams has no positive or negative impacts on any of the protected characteristics.	<p>Due to the nature of the service area delivery, there is no anticipated impact within this characteristic</p> <p>Any physical COVID related impact will be managed through Tactical</p>

Who is affected?	Impact (positive/negative/no change)	Explanation of impact	Actions to mitigate any adverse impact or further promote positive impact
			Management Team (TMT) approved risk assessments.
Race	No anticipated impact within this protected characteristic	The reintroduction of all service related workstreams has no positive or negative impacts on any of the protected characteristics.	<p>Due to the nature of the service area delivery, there is no anticipated impact within this characteristic</p> <p>Any physical COVID related impact will be managed through Tactical Management Team (TMT) approved risk assessments.</p>
Religion or belief	No anticipated impact within this protected characteristic	The reintroduction of all service related workstreams has no positive or negative impacts on any of the protected characteristics.	<p>Due to the nature of the service area delivery, there is no anticipated impact within this characteristic</p> <p>Any physical COVID related impact will be managed through Tactical Management Team (TMT) approved risk assessments.</p>
Sex	No anticipated impact within this protected characteristic	The reintroduction of all service related workstreams has no positive or negative impacts on any of the protected characteristics.	<p>Due to the nature of the service area delivery, there is no anticipated impact within this characteristic</p> <p>Any physical COVID related impact will be managed through Tactical</p>

Who is affected?	Impact (positive/negative/no change)	Explanation of impact	Actions to mitigate any adverse impact or further promote positive impact
			Management Team (TMT) approved risk assessments.
Sexual orientation	No anticipated impact within this protected characteristic	The reintroduction of all service related workstreams has no positive or negative impacts on any of the protected characteristics.	Due to the nature of the service area delivery, there is no anticipated impact within this characteristic Any physical COVID related impact will be managed through Tactical Management Team (TMT) approved risk assessments.
Marriage and civil partnership	No anticipated impact within this protected characteristic	The reintroduction of all service related workstreams has no positive or negative impacts on any of the protected characteristics.	Due to the nature of the service area delivery, there is no anticipated impact within this characteristic Any physical COVID related impact will be managed through Tactical Management Team (TMT) approved risk assessments.

Q. The report helps us to 'eliminate unlawful discrimination, harassment & victimisation' in the following way(s):

A. This report indicates that there are no unlawful discrimination, harassment or victimisation issues resulting from the service resuming its full suite of works.

Q. The report helps us to 'advance equality of opportunity...' in the following way(s):

A. The report has been completed fairly with integrity by treating all protected characteristics as equal.

Q. The policy helps us to 'foster good relations...' in the following way(s):

A. This policy has fostered good relations by means of regular consultation with all staff affected by this process along with site-specific risk assessments provided to ensure that staff members are familiar with the new “normal” working environment and taken in account the protected characteristics.

Q. The new provisions will be reviewed in the following way(s):

A. The new provisions will be reviewed if legislation dictates change or by means of regular team meetings and staff feedback that may be received.

3 Sign Off

Assessment Author:	Lee Woods	02/10/20
Project Sponsor:		

Please provide any supporting documents in the appendices below.

Appendix 1 – Definition of the nine Protected Characteristics listed under the Equality Act 2010

Age	Where this is referred to, it refers to a person belonging to a particular age (for example 32-year olds) or range of ages (for example 18 - 30-year olds).
Disability	A person has a disability if s/he has a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities.
Gender reassignment	This refers to a person who is proposing to undergo, is undergoing or has undergone a change from one gender to another. The Equality Act introduced a number of changes to the legal protection of transgender and transsexual people. The Act no longer requires a person to be under medical supervision to be protected - for example, a woman who decides to live permanently as a man (or visa-versa), but does not undergo any medical procedures is protected by law.
Marriage and civil partnership	Marriage is no longer restricted to a union between a man and a woman but now includes a marriage between same-sex couples. Same-sex couples can also have their relationships legally recognised as 'civil partnerships'. Civil partners must not be treated less favourably than married couples (except where permitted by the Equality Act).
Pregnancy and maternity	Pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth, and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.
Race	This refers to a group of people defined by their race, skin colour, and/or nationality (including citizenship) ethnic or national origins. The term ethnic minority community is used to define a group of people that is numerically smaller than the predominant white British community. This includes people from communities such as Irish, Turkish, Cypriot, Eastern European and Travelling people.
Religion and belief	The term "religion" refers to both the personal practices related to communal faith and to group rituals and communication stemming from shared conviction. Belief can include religious and philosophical beliefs, including lack of belief (e.g. atheism). Generally, a belief should affect your life choices or the way you live for it to be included in this definition.
Sex (Gender)	This refers to either a male (man) or female (woman).
Sexual orientation	Whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes.

Further information on the protected characteristics can be found on the [Office of Public Sector Information Website](#)