

## **Equality Impact Assessment (EQIA) Initial Screening**

<b>Title of EQIA</b>	Adaptations, Improvements, Maintenance & Environmental Procurement 202122 - 202526
<b>Date</b>	11/05/2021
<b>Officer carrying out screening</b>	Duncan Carragher
<b>Service Area</b>	Maintenance & Contracts
<b>Project Sponsor</b>	Ian Blofield

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

<b>What is proposed?</b>	The procurement of a 48 month Framework Agreement for a wide range of works carried out by M&C to the Council's tenanted properties.
<b>Why are the changes being introduced?</b>	The procurement will ensure that the Council's tenanted properties and the surrounding areas are maintained to a high standard and meet all Government legislation.
<b>What evidence is being used to support this equality impact analysis?</b>	A range of evidence is used including the Council's asset management database, Keystone; knowledge of recent repairs, internal & external surveys, legislation.
<b>How will this change be implemented?</b>	Work is prioritised based on a number of factors including the condition of the property/communal area/neighbourhood, recent changes in legislation and cyclical programmes.

## 2 Equality Impact Analysis

<b>Who is affected?</b>	<b>Impact (positive/negative/no change)</b>	<b>Explanation of impact</b>	<b>Actions to mitigate any adverse impact or further promote positive impact</b>
<b>Age</b>	No Impact	All works are prioritised based on the condition of the property/are or neighbourhood. Works are also prioritised based on the property if legislation changes.	
<b>Disability</b>	Positive	Works within the procurement and during the contract can be bespoke for disabled tenants providing adaptations that can allow tenants to live more independently.	
<b>Gender reassignment</b>	No Impact	All works are prioritised based on the condition of the property/are or neighbourhood. Works are also prioritised based on the property if legislation changes.	
<b>Pregnancy and maternity</b>	No Impact	All works are prioritised based on the condition of the property/are or neighbourhood. Works are also prioritised based on the property if legislation changes.	

<b>Who is affected?</b>	<b>Impact (positive/negative/no change)</b>	<b>Explanation of impact</b>	<b>Actions to mitigate any adverse impact or further promote positive impact</b>
<b>Race</b>	No Impact	All works are prioritised based on the condition of the property/are or neighbourhood. Works are also prioritised based on the property if legislation changes.	
<b>Religion or belief</b>	No Impact	All works are prioritised based on the condition of the property/are or neighbourhood. Works are also prioritised based on the property if legislation changes.	
<b>Sex</b>	No Impact	All works are prioritised based on the condition of the property/are or neighbourhood. Works are also prioritised based on the property if legislation changes.	
<b>Sexual orientation</b>	No Impact	All works are prioritised based on the condition of the property/are or neighbourhood. Works are also prioritised based on the property if legislation changes.	
<b>Marriage and civil partnership</b>	No Impact	All works are prioritised based on the condition of the property/are or neighbourhood. Works are also	

Who is affected?	Impact (positive/negative/no change)	Explanation of impact	Actions to mitigate any adverse impact or further promote positive impact
		prioritised based on the property if legislation changes.	

### 3 Sign Off

<b>Assessment Author:</b>	Duncan Carragher	<b>Date: 11/05/2021</b>
<b>Project Sponsor:</b>	Ian Blofield	<b>Date: 11/05/2021</b>

Please provide any supporting documents in the appendices below.

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

<b>Age</b>	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).
<b>Disability</b>	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.
<b>Gender reassignment</b>	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.
<b>Marriage and civil partnership</b>	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).
<b>Pregnancy and maternity</b>	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.
<b>Race</b>	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.
<b>Religion and belief</b>	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.
<b>Sex (Gender)</b>	This refers to either a male (man) or female (woman).
<b>Sexual orientation</b>	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](#)

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

The report indicates that there are no unlawful discrimination, harassment or victimisation issues resulting from the procurement of this contract or the subsequent works.

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

The procurement and the works treat all tenants with protected characteristics equally.

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

The procurement has the objective of ensuring works are completed to a high standard ensuring tenants live in a Decent Home and Neighbourhood.

**The new provisions will be reviewed in the following way(s):** Through Key Performance Indicators and tenant engagement