

## Equality Impact Assessment (EQIA) Initial Screening

<b>Title of EQIA</b>	Kitchen & Bathroom Refurbishments
<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 four year contract to undertake kitchen & bathroom refurbishments to the Council's tenanted properties.
<b>Why are the changes being introduced?</b>	This is ongoing works to meet the Decent Homes Standard and the Council's enhanced Ipswich Standard.
<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 and internal surveys.
<b>How will this change be implemented?</b>	Work is completed based on analysis of the data provided by the asset management system.

## 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
<b>Age</b>	No Impact	Works will be completed to properties that cover all age groups.	
<b>Disability</b>	Positive	Works within the procurement and during the contract can be bespoke for disabled tenants providing adapted kitchens and bathrooms.	
<b>Gender reassignment</b>	No Impact	All tenanted properties are prioritised for a new kitchen or bathroom based on a cycle of replacements.	
<b>Pregnancy and maternity</b>	No Impact	All tenanted properties are prioritised for a new kitchen or bathroom based on a cycle of replacements.	
<b>Race</b>	No Impact	All tenanted properties are prioritised for a new kitchen or bathroom based on a cycle of replacements.	
<b>Religion or belief</b>	No Impact	All tenanted properties are prioritised for a new kitchen or bathroom based on a cycle of replacements.	

<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>Sex</b>	No Impact	All tenanted properties are prioritised for a new kitchen or bathroom based on a cycle of replacements.	
<b>Sexual orientation</b>	No Impact	All tenanted properties are prioritised for a new kitchen or bathroom based on a cycle of replacements.	
<b>Marriage and civil partnership</b>	No Impact	All tenanted properties are prioritised for a new kitchen or bathroom based on a cycle of replacements.	

### 3 Sign Off

<b>Assessment Author:</b>	<b>Duncan Carragher</b>	<b>Date: 11/05/2021</b>
<b>Project Sponsor:</b>	<b>Ian Blofield</b>	<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 replacement of kitchens or bathrooms through this procurement or the 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): \***

Works are completed to a high standard ensuring tenants are living in a Decent Home.

**The new provisions will be reviewed in the following way(s): \***

Tenant engagement.