

EQUALITY ANALYSIS (EA) TEMPLATE

Decision

Fire Safety Protocol

Date

October 2017

What is the Public Sector Equality Duty (PSED)? [Double click here for more information / Hide](#)

What is an Equality Analysis (EA)? [Double click here for more information / Hide](#)

How to demonstrate compliance [Double click here for more information / Hide](#)

Deciding what needs to be assessed [Double click here for more information / Hide](#)

Role of the assessor [Double click here for more information / Hide](#)

How to carry out an Equality Analysis (EA) [Double click here for more information / Hide](#)

The Proposal *Click and hover over the questions to find more details on what is required*

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1. What is the Proposal?

The proposal is to revise the Fire Safety Protocol which is in use within the Housing & Neighbourhoods department. The review encompasses the protocol and the implementation of the protocol across our social housing estates.

2. What are the recommendations?

The review outcomes are:

- A revised Fire Safety Protocol, updated to include suggestions from staff following a year of implementation.
- The implementation of the protocol on our social housing estates.

3. Who is affected by the Proposal? *Identify the main groups most likely to be directly or indirectly affected by the recommendations.*

Those affected by the review will be all those who live on our social housing estates.

Age [Double click here to add impact / Hide](#)

[Check box if NOT applicable](#) ☐

[Double click here to show borough wide statistics / hide statistics](#)

Age

Additional Equalities Data (Service level or Corporate) *Include data analysis of the impact of the proposals*

We do not currently have additional Equalities Data regarding our residents; in our 'data refresh' project in 2017/18 this will be updated.

What is the proposal's impact on the equalities aims? *Look for **direct impact** but also evidence of **disproportionate impact** i.e. where a decision affects a protected group more than the general population, including **indirect impact***

The protocol applies to all of our residents and their household, as such all ages may be impacted by the implementation of this protocol.

The main aim of the protocol is to ensure access routes to and from properties are clear which will enhance the access for those with infants in pushchairs or those

What actions can be taken to avoid or mitigate any negative impact or to better advance equality and foster good relations?

The outcomes of the review are expected to ensure the safety of all residents, as such, the intention is to mitigate against any negative impact.

Age

who require walking aids.

Disability [Double click here to add impact / Hide](#)

[Check box if NOT applicable](#) ☐

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Disability

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The protocol applies to all of our residents and their household, and we recognise that this will include those who have disabilities.

The main aim of the protocol is to ensure access routes to and from properties are clear which will enhance the access for those with physical disabilities.

A mental health condition is considered a disability under the terms of the Equality Act 2010 if it has a long-term effect on normal day-to-day activity. We acknowledge that for those with severe mental health conditions that manifest as hoarding of possessions, the requirement to comply with this protocol may cause alarm.

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To mitigate any potential negative impact caused to those with long term mental health conditions whose condition is manifesting as hoarding, we will fully support residents who require assistance to remove possessions that are causing a fire risk. This will include appropriate referrals to health support workers, social care teams or other agencies as appropriate. Other support will include assisting with the physical removal.

Pregnancy and Maternity [Double click here to add impact / Hide](#)

[Check box if NOT applicable](#) ☐

[Double click here to show borough wide statistics / hide statistics](#)

Pregnancy and Maternity

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The protocol applies to all of our residents and their household, and we recognise that this will include those who are pregnant or parents.

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Race [Double click here to add impact / Hide](#)Check box if NOT applicable ☐[Double click here to show borough wide statistics / hide statistics](#)**Race****Additional Equalities Data (Service level or Corporate)** *Include data analysis of the impact of the proposals*

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The protocol applies to all of our residents and their household, and we recognise that this will include those of all races.

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Religion or Belief [Double click here to add impact / Hide](#)Check box if NOT applicable ☐[Double click here to show borough wide statistics / hide statistics](#)**Religion or Belief****Additional Equalities Data (Service level or Corporate)** *Include data analysis of the impact of the proposals*

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The protocol applies to all of our residents and their households, and we recognise that this will include those of any religion or belief, or none.

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Sex [Double click here to add impact / Hide](#)Check box if NOT applicable ☐[Double click here to show borough wide statistics / hide statistics](#)**Sex****Additional Equalities Data (Service level or Corporate)** *Include data analysis of the impact of the proposals*

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What is the proposal's impact on the equalities aims? *Look for **direct impact** but*

What actions can be taken to avoid or mitigate any negative impact or to better

<p>Sex</p> <p><i>also evidence of disproportionate impact i.e. where a decision affects a protected group more than the general population, including indirect impact</i></p> <p>The protocol applies to all of our residents and their households, and we recognise that this will include those of any sex.</p>	<p>advance equality and foster good relations?</p> <p>The outcomes of the review are expected to ensure the safety of all residents, as such, the intention is to mitigate against any negative impact.</p>
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Sexual Orientation and Gender Reassignment [Double click here to add impact / Hide](#)

[Check box if NOT applicable](#) ☐

[Double click here to show borough wide statistics / hide statistics](#)

Sexual Orientation and Gender Reassignment	
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<p>What is the proposal's impact on the equalities aims? <i>Look for direct impact but also evidence of disproportionate impact i.e. where a decision affects a protected group more than the general population, including indirect impact</i></p> <p>The protocol applies to all of our residents and their households, and we recognise that this will include those of any sexual orientation or those undertaking gender reassignment.</p>	<p>What actions can be taken to avoid or mitigate any negative impact or to better advance equality and foster good relations?</p> <p>The outcomes of the review are expected to ensure the safety of all residents, as such, the intention is to mitigate against any negative impact.</p>

Marriage and Civil Partnership [Double click here to add impact / Hide](#)

[Check box if NOT applicable](#) ☐

<p>Key borough statistics - sources include:</p> <ul style="list-style-type: none"> The 2011 Census contain data broken up by local authority on marital and civil partnership status 	<p>NB: These statistics provide general data for these protected characteristics. You need to ensure you have sufficient data about those affected by the proposals – see below under “additional equalities data”.</p>
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[Double click here to show borough wide statistics / hide statistics](#)

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<p>What is the proposal's impact on the equalities aims? <i>Look for direct impact but also evidence of disproportionate impact i.e. where a decision affects a protected group more than the general population, including indirect impact</i></p> <p>The protocol applies to all of our residents and their household, and we recognise that this will include those who are married or in a civil partnership, or not.</p>	<p>What actions can be taken to avoid or mitigate any negative impact or to better advance equality and foster good relations?</p> <p>The outcomes of the review are expected to ensure the safety of all residents, as such, the intention is to mitigate against any negative impact.</p>

Marriage and Civil Partnership

Additional Impacts on Advancing Equality & Fostering Good Relations [Double click here to add impact / Hide](#)

[Check box if NOT applicable](#) ☐

[Double click here to show borough wide statistics / hide statistics](#)

Additional Impacts on Advancing Equality & Fostering Good Relations

Additional Equalities Data (Service level or Corporate)

We do not currently have additional Equalities Data regarding our residents; in our 'data refresh' project in 2017/18 this will be updated.

Are there any additional benefits or risks of the proposals on advancing equality and fostering good relations not considered above?

No further comments.

What actions can be taken to avoid or mitigate any negative impact on advancing equality or fostering good relations not considered above? Provide details of how effective the mitigation will be and how it will be monitored.

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Conclusion and Reporting Guidance

Set out your conclusions below using the EA of the protected characteristics and submit to your Director for approval.

If you have identified any negative impacts, please attach your action plan to the EA which addresses any negative impacts identified when submitting for approval.

If you have identified any positive impacts for any equality groups, please explain how these are in line with the equality aims.

Review your EA and action plan as necessary through the development and at the end of your proposal/project and beyond.

Retain your EA as it may be requested by Members or as an FOI request. As a minimum, refer to any completed EA in background papers on reports, but also include any appropriate references to the EA in the body of the report or as an appendix.

This analysis has concluded that...

This protocol will impact upon all of our residents and their households, as such, we have carried out this assessment. However, the protocol is for all residents' safety and therefore the purpose of it is to reduce potential negative impact on residents.

Outcome of analysis - check the one that applies

☒ Outcome 1

No change required where the assessment has not identified any potential for discrimination or adverse impact and all opportunities to advance equality have been taken.

☐ Outcome 2

Adjustments to remove barriers identified by the assessment or to better advance equality. Are you satisfied that the proposed adjustments will remove the barriers identified?

☐ Outcome 3

Continue despite having identified some potential adverse impacts or missed opportunities to advance equality. In this case, the justification should be included in the assessment and should in line with the duty have 'due regard'. For the most important relevant policies, compelling reasons will be needed. You should consider whether there are sufficient plans to reduce the negative impact and/or plans to monitor the actual impact.

☐ Outcome 4

Stop and rethink when an assessment shows actual or potential unlawful discrimination.

Signed off by Director:

Name:

Date:

