

H&F Equality Impact Analysis Tool

Overall Information		Details of Full Equality Impact Analysis
Financial Year and Quarter	2025-26 Q3	
Name and details of policy, strategy, function, project, activity, or programme	<p>Title of EIA: Procurement Strategy and Award of Contract for remedial works to Walham Green Court roof areas, parapets and balconies</p> <p>Short summary: EIA in support of proposal to award a contract for remedial works to roof areas, parapets, and balconies at 49-95 (odds), 50-108 (evens), 97-111 (odds), and 112-126 (evens) Walham Green Court SW6.</p>	
Lead Officer	<p>Name: Vince Conway</p> <p>Position: Senior Programme Officer, Capital Delivery</p> <p>Email: vince.conway@lbhf.gov.uk</p> <p>Telephone No: 07776 672481</p>	
Date of completion of final EIA	31 / 10 / 25	

Section 02		Scoping of Full EIA							
Plan for completion	Desktop exercise carried out by report author								
Analyse the impact of the policy, strategy, function, project, activity, or programme	<p>Analyse the impact of the policy on the protected characteristics (including where people / groups may appear in more than one protected characteristic). You should use this to determine whether the policy will have a positive, neutral, or negative impact on equality, giving due regard to relevance and proportionality.</p> <table border="1"> <thead> <tr> <th>Protected characteristic</th> <th>Analysis</th> <th>Impact:</th> </tr> </thead> <tbody> <tr> <td></td> <td></td> <td>Positive,</td> </tr> </tbody> </table>			Protected characteristic	Analysis	Impact:			Positive,
Protected characteristic	Analysis	Impact:							
		Positive,							

			Negative, Neutral	
Age	<p>Safe execution of the works will require the erection of scaffolding and/or other mobile works platforms which may affect routes of access and egress to the building. Therefore there may be some short-term negative impacts on this protected group. However, the contractor will use appropriately approved companies to design, erect and maintain scaffolds or other mobile work platforms and provide a fully developed access/egress strategy to minimise inconvenience.</p> <p>It is acknowledged that major works can be disruptive for residents, generating noise and dust and resulting in increased footfall in and around homes as operatives undertake essential activities to execute the works. This may have a disproportionate effect on residents of non-working age who might be more likely to be at home for longer periods; to working-age residents on shift patterns; or to teenagers or young adults remaining at home for study purposes. Negative impacts will be mitigated via strict application of working hours and the provision of adequate notice to residents when working in specific areas. Pre-contract resident engagement will seek to identify and address specific needs.</p> <p>The works will ensure the weathertightness of the buildings. The project is therefore analysed as having both positive and negative impacts, with the positive outweighing the short-term negative impacts.</p>	Positive and Negative		
Disability	<p>Safe execution of the works will require the erection of scaffolding and/or other mobile works platforms which may affect routes of access and egress to the building. Therefore there may be some short-term negative impacts on Disabled residents. However, the contractor will use appropriately approved companies to design, erect and maintain scaffolds or other mobile work platforms and provide a fully developed access/egress strategy to minimise inconvenience.</p> <p>It is acknowledged that major works can be disruptive for residents, generating noise and dust and resulting in increased footfall in and around homes as operatives undertake essential activities to execute the works. This may have a disproportionate effect on residents with sensory, cognitive, or mental health issues; or those who are neurodivergent or experience anxiety. Pre-contract resident engagement will seek to identify and address specific needs.</p> <p>The works will ensure the weathertightness of the buildings. The project is therefore analysed as having both positive and negative impacts, with the positive outweighing the short-term negative impacts.</p>	Positive and Negative		

	Gender reassignment	The project does not contain any specific provisions for transitioning or transgender people, though members of this protected group within top floor flats would especially benefit from the improvements to the building's weathertightness and thermal efficiency. The project team are aware that the works may disproportionately affect trans residents due to privacy concerns or safety during construction period. The preferred supplier has confirmed that they include LGBTQ+ awareness in their Diversity training and Safeguarding training and are also working with Stonewall to assist with further development. The council and contractor's resident liaison team will work jointly to meet all residents with this protected characteristic and address specific needs.	Neutral
	Marriage and Civil Partnership	The project does not contain any specific provisions affecting marriage or civil partnership, all residents of top floor flats will benefit from the works undertaken. The council and contractor's resident liaison team will work jointly to meet all residents with this protected characteristic and address specific needs.	Neutral
	Pregnancy and maternity	Safe execution of the works will require the erection of scaffolding and/or other mobile works platforms which may affect routes of access and egress to the building. Therefore there may be some short-term negative impacts on residents who are pregnant or have young children. However, the contractor will use appropriately approved companies to design, erect and maintain scaffolds or other mobile work platforms and provide a fully developed access/egress strategy to minimise inconvenience. The access strategy will ensure there are safe routes for prams and pushchairs. The works will improve the weathertightness of the buildings. The project is therefore analysed as having both positive and negative impacts, with the positive outweighing the short-term negative impacts.	Positive and Negative
	Race	The project does not contain any specific provisions regarding race, all residents will benefit from the works undertaken. The project team are aware that language barriers or religious observances may affect resident engagement or access during works. Translation services are utilised to ensure that all project-related material is accessible. The council and contractor's resident liaison team will work jointly to meet all residents with this protected characteristic and address specific needs including any cultural sensitivities around access or the timing of works.	Neutral
	Religion/belief (including non-belief)	The project does not contain any specific provisions for religious/non-religious groups, all residents will benefit from the works undertaken. The project team are aware that language barriers or religious observances may affect resident engagement or access during works. The council and contractor's resident	Neutral

		liaison team will work jointly to meet all residents with this protected characteristic and address specific needs including any cultural sensitivities around access or the timing of works. .	
	Sex	The project does not contain any specific provisions for men or women, all residents will benefit from the works undertaken. The project team are aware that lone female residents or female carers might experience construction-related anxiety or disruption differently. The preferred supplier's staff undertake Safeguarding training to increase awareness of how lone female residents may experience major works differently to other residents. The council and contractor's resident liaison team will work jointly to meet all residents with this protected characteristic and address specific needs.	Neutral
	Sexual Orientation	The project does not contain any specific provisions for lesbian, gay, bisexual, or heterosexual people, all residents will benefit from the works undertaken. The preferred supplier has confirmed that they include LGBTQ+ awareness in their Diversity training and Safeguarding training and are also working with Stonewall to assist with further development. The council and contractor's resident liaison team will work jointly to meet all residents with this protected characteristic and address specific needs.	Neutral
	Care-experience	The project does not contain any specific provisions for care-experienced residents. However, contractors will be aware of the council's commitment to supporting care-experienced individuals, particularly those aged 16-25, and specific needs will be addressed with sensitivity where identified as part of resident interaction.	Neutral
<p>Human Rights or Children's Rights</p> <p>If your decision has the potential to affect Human Rights or Children's Rights, please contact your Equality Lead for advice</p> <p>Will it affect Human Rights, as defined by the Human Rights Act 1998?</p> <p>No</p> <p>Will it affect Children's Rights, as defined by the UNCRC (1992)?</p> <p>No</p>			

	Examples of data can range from census data to customer satisfaction surveys. Data should involve specialist data and information and where possible, be disaggregated by different equality strands.
Documents and data reviewed	There is insufficient demographics data for the estate to reliably inform the project at this stage. Once in contract the council's resident liaison team will work with the preferred supplier's equivalent team and aim to meet every resident, leaseholder or tenant face to face to carry out a "Resident Profile" survey. Protocols, appointments etc may be adjusted to accommodate specific needs
New research	N/A

Section 04	Consultation
Consultation	Residents have regular communications about the project and this will continue throughout the duration of the project.
Analysis of consultation outcomes	The scheme has been informed by feedback from residents at consultation events and through the Section 20 leaseholder consultation process

Section 05	Analysis of impact and outcomes
Analysis	Resident satisfaction surveys will be undertaken post-works and feedback will be analysed to inform future projects. Where possible feedback will be disaggregated by protected characteristics. In addition to the identified impacts, the Council has considered the full range of protected characteristics under the Equality Act 2010. While no disproportionate impacts have been identified for groups such as people of different races, religions, sexual orientations, or gender identities, inclusive engagement and communication strategies will ensure that all residents feel respected and informed. Materials will be made available in multiple languages and range of formats. Contractors will be expected to adhere to the Council's equality and inclusion standards, including receiving training on working respectfully with diverse communities. The Council will monitor feedback disaggregated by all protected characteristics to identify any emerging issues and inform future projects.

Section 06	Reducing any adverse impacts and recommendations
Outcome of Analysis	

Section 07	Action Plan
Action Plan	Note: You will only need to use this section if you have identified actions as a result of your analysis

Issue identified	Action (s) to be taken	When	Lead officer and department	Expected outcome	Date added to business/service plan
Temporary access disruption for vulnerable residents (e.g. older people, Disabled, pregnant)	Develop and communicate access strategy tailored to vulnerable groups; ensure contractor compliance	Pre-construction	Senior Customer Liaison Manager, Capital Delivery	Minimise disruption for Disabled, elderly, pregnant and ensure safe, inclusive access during works	
Anxiety or safety concerns among lone residents (e.g. women, LGBTQ+)	Include reassurance messaging in communications; offer direct contact for concerns	Pre-construction and during works	Senior Customer Liaison Manager, Capital Delivery	Improve resident confidence and reduce stress during construction	
Communication barriers for residents with limited English or literacy	Provide translated materials, visual guides and offer verbal briefings where needed	Pre-construction and during works	Senior Customer Liaison Manager, Capital Delivery	Ensure all residents understand the scope, timeline, and safety measures of the project	

Section 08	Agreement, publication and monitoring
Senior Managers' sign-off	Name: Richard Buckley Position: Assistant Director, Resident and building safety Email: Richard.buckley@lbhf.gov.uk Telephone No: 07769882207 Considered at relevant DMT:
Key Decision Report (if relevant)	Date of report to Cabinet Member: November 2025 Key equalities issues have been included:

Equalities Advice (where involved)	Name: Yvonne Okiyo Position: Strategic Lead Equity, Diversity and Inclusion Date advice / guidance given 10.11.25 Email: Yvonne.Okiyo@lbhf.gov.uk Telephone No: 07824 836 012
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