

## Equality Impact Analysis Initial Screening Tool with Guidance

This Tool has been produced to help you analyse the likelihood of impacts on the protected characteristics – including where people are represented in more than one – with regard to your new or proposed policy, strategy, function, project or activity. It has been updated to reflect the new public sector equality duty and should be used for decisions from 6<sup>th</sup> April 2011 onwards. It is designed to help you determine whether you may need to do a Full EIA. If you already know that your decision is likely to be of high relevance to equality, and/or be of high public interest, you should contact the Opportunities Manager, as s/he may recommend moving directly to a Full EIA.

Case law has established that having due regard means analysing the impact, and using this to inform decisions, thus demonstrating a conscious approach and state of mind ([2008] EWHC 3158 (Admin), [here](#)). It has also established that due regard cannot be demonstrated after the decision has been taken. Your EIA should be considered at the outset and throughout the development of your proposal, through to the recommendation for decision. It should demonstrably inform, and be made available when the decision that is recommended. This tool contains guidance, and you can also access guidance from the EHRC [here](#). If you are analysing the impact of a budgetary decision, you can find EHRC guidance [here](#). Advice and guidance can be accessed from the Opportunities Manager: [PEIA@lbhf.gov.uk](mailto:PEIA@lbhf.gov.uk) or ext 3430.

### Initial Screening Equality Impact Analysis Tool

<b>Section 01</b>	<b>Details of Initial Equality Impact Screening Analysis</b>
<b>Financial Year and Quarter</b>	2011-12 / Quarter 1
<b>Name of policy, strategy, function, project, activity, or programme</b>	New, Housing Capital Programme 2011/12
<b>Q1 What are you looking to achieve?</b>	The programme seeks to ensure that the Council can continue to provide social rented homes of a good standard; fulfil the Council's statutory obligations as a social housing provider; protect the health, safety and well-being of residents; and preserve the integrity of the housing stock.
<b>Q2 Who in the main will</b>	Hammersmith and Fulham's social housing stock comprises nearly 13,000 homes, a significant proportion of which are situated in the borough's most deprived areas. Although there is a correlation

**benefit?**

between social housing tenancy and many aspects of disadvantage, and while the programme may alleviate some symptoms, it is not expected that particular people or groups will be affected more than others. The exceptions are age and disability where a specific projects and programmes will benefit elderly and/or disabled tenants.

**Information: Protected characteristics and PSED**

The public sector equality duty (PSED) states that in the exercise of our functions, we must have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited under the Act;
- Advance equality of opportunity between people who share a protected characteristic and those who do not; and
- Foster good relations between people who share a protected characteristic and those who do not.

Having due regard for advancing equality involves:

- Removing or minimising disadvantages suffered by people due to their protected characteristics;
- Taking steps to meet the needs of people from protected groups where these are different from the needs of other people; and
- Encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low

The Act states that meeting different needs involves taking steps to take account of disabled people's disabilities. It describes fostering good relations as tackling prejudice and promoting understanding between people from different groups. It states that compliance with the duty may involve treating some people more favourably than others.

	Age	<p>The programme includes various projects specific to sheltered housing, that is accommodation specifically designed or adapted for people aged 60 years or over:</p> <p><u>Sheltered housing windows:</u> It is proposed to replace the existing windows at five sheltered housing schemes with new double-glazed units. The new windows will be more energy-efficient, better ventilated, be more easily operated, and provide greater security to this vulnerable client group. A further benefit will be reduced heating bills.</p> <p><u>Warden call system upgrade:</u> Sheltered flats and the communal areas of schemes are fitted with an emergency alarm call system so that residents can get emergency help at any time of the day or night. The system is linked to the council's Careline service, which operates 24 hours a day, every day of the year. It is proposed to replace the existing analogue system with a digital network thus improving the long-term reliability of the service.</p> <p><u>Fire Alarm Upgrade:</u> The existing fire alarms in sheltered housing schemes will be upgraded to ensure the continued early detection of fire and to reduce the level of false alarms.</p> <p><u>Lift modernisation:</u> The programme includes projects to modernise passenger lifts serving blocks on various housing estates. These works will mean that lifts are temporarily out of service and this may be of particular inconvenience to elderly residents or residents with young children. Prior to works, consultation with residents will be undertaken and alternative arrangements for vulnerable residents will be considered. In exceptional circumstances this may entail a temporary decant while service is interrupted. However, in the longer term, the works will improve the reliability of the affected lifts. This project is therefore analysed as having both positive and negative impacts, with the positive outweighing the short-term negative impacts</p>	+	M
	Disability	<p><u>Disabled Adaptations:</u> The programme includes a budget of £800k for disabled adaptations. These are works that can help give tenants more freedom into and around their home and to access essential</p>	+	M

		<p>facilities within it. Adaptations can range from minor works such as the provision of grab rails or stair rails to major improvements such as the installation of stairlifts, ramps or walk-in showers. Eligibility for equipment or adaptations is assessed under the Fair Access to Care Services (FACs) criteria. Major adaptations are subsequently assessed by the Council's Occupational Therapist and will be appropriate to meet the needs of tenants with a permanent or substantial disability.</p> <p><u>Lift modernisation</u>: The programme includes projects to modernise passenger lifts serving blocks on various housing estates. These works will mean that lifts are temporarily out of service and this may be of particular inconvenience to residents with impaired mobility. However, in the longer term, the works will improve the reliability of these lifts. In addition, major refurbishment of lifts will include any necessary works to ensure DDA compliance.</p> <p><u>Digital TV Reception</u>: The programme includes the installation of digital television reception systems to various blocks. This is necessary to ensure continued television reception after the analogue signal is switched off in the London area in 2012. The new systems will mean that residents will have access to a variety of digital services. Such services may include subtitles for the hard of hearing and audio description for the visually impaired.</p>	-	L
			+	M
			+	M
	Gender reassignment	The Housing Capital Programme 2011/12 does not contain any specific provisions for transitioning or transgender people, though they would benefit from all of the proposed spend on projects for all general works.	/	N/A
	Marriage and Civil Partnership	<p>Information: The law does not require service providers to take into account the impact of what they do on married people and civil partners. The law does require public authorities to have due regard to the need to eliminate unlawful discrimination against someone because of their marriage or civil partnership status.</p> <p>The Housing Capital Programme 2011/12 is not applicable to this protected characteristic in this case</p>	/	N/A

	Pregnancy and maternity	<p>Analysis of impact on pregnancy and maternity including due regard to PSED (above).</p> <p>The programme includes projects to modernise passenger lifts serving blocks on various housing estates. These works will mean that lifts are temporarily out of service and this may be of particular inconvenience to pregnant women or women who have just given birth.</p>	-	M
	Race	The Housing Capital Programme 2011/12 does not contain any specific provisions for race groups, though all residents would benefit from all of the proposed spend on projects for all general works.	/	N/A
	Religion/belief (including non-belief)	The Housing Capital Programme 2011/12 does not contain any specific provisions for religious / non-religious groups, though all residents would benefit from all of the proposed spend on projects for all general works	/	N/A
	Sex	<p>The Housing Capital Programme 2011/12 does not contain any specific provisions for men or women, though all residents would benefit from all of the proposed spend on projects for all general works.</p> <p>Men and women with caring responsibilities for small children, for example, would be affected by the lift maintenance project. These works will mean that lifts are temporarily out of service and this may be of particular inconvenience to residents with caring responsibilities.</p> <p>However, in the longer term, the works will improve the reliability of these lifts. In addition, major refurbishment of lifts will include any necessary works to ensure DDA compliance, which would benefit those with buggies and prams, in addition to disabled people.</p> <p>Women who are pregnant or who have just given birth would be affected by the lift maintenance project. This is outlined above.</p>	/	N/A
			-	L
			+	M

	Sexual Orientation	The Housing Capital Programme 2011/12 does not contain any specific provisions for lesbian, gay, bisexual, or heterosexual people, though all residents would benefit from all of the proposed spend on projects for all general works	/	N/A
<b>Q3</b> <b>Does the policy, strategy, function, project, activity, or programme make a positive contribution to equalities?</b>	<p><b>Human Rights and Children's Rights</b></p> <p>Will it affect Human Rights, as defined by the Human Rights Act 1998? No</p> <p>Will it affect Children's Rights, as defined by the UNCRC (1992)? No</p> <p>Yes</p> <p>Various projects in the proposed programme will make a positive contribution to equalities by delivering physical improvements to buildings, amenities and services which will particularly benefit elderly residents, those with caring responsibilities, women who are pregnant or who have just given birth, and residents with disabilities.</p>			
<b>Q4</b> <b>Does the policy, strategy, function, project, activity, or programme actually or potentially contribute to or hinder equality of opportunity, and/or adversely impact human rights?</b>	No			