

Equalities Impact Assessment:

# Full Assessment for Fire Safety Works to Street Properties

Before completing this form you should have completed an Equalities Screening Tool and had sign off from your Head of Service and the Fairness and Equality Team.

This Equality Impact Assessment should be completed where the Screening Tool identifies a potentially negative impact on one or more specific groups but it can also be used to highlight positive impacts.

## Summary of proposal

Name of proposal	Fire Safety Works to Street Properties
Reference number (if applicable)	CCDR Form: Fire Safety <b>2324-0246</b> Works to Street Properties.
Service Area	Housing Property Services Capital Programme Delivery Team.
Date assessment completed	12th October 2023

Before completing the EQIA please read the guidance and FAQs. For further help and advice please contact [equalities@islington.gov.uk](mailto:equalities@islington.gov.uk). Please provide a summary of the proposal.

Please provide:

- Context on how the service currently operates (if relevant) and the scope of suggested changes
- The intended beneficiaries and outcomes of the proposal
- Reference to any savings or income generation

To carry essential Fire Safety Works to the Council's directly managed and non-directly managed Street Properties housing stock.

These essential fire safety improvement works are required to ensure the Council meets its legal duties as a Social Landlord and to ensure the residents have a safe means of escape in the event of a fire in one of the Council's Street Properties, which may consist of two or more separate flats.

Post the Lakanal House fire incident in July 2009 where six people died and the Shirley Towers incident in April 2010 where two firefighters died, the Local Government Association commissioned a Report which was published in July 2011 which sets out the minimum fire safety requirements required that Landlords need to be meet. In December 2011 the full Council accepted the recommendations within the report and signed up to carry out remedial works, subject to surveys, of its housing stock.

Since 2012, the Council has been working on all of its housing stock, estates and Street Properties, these fire safety works have subsequently been escalated since the Grenfell Towers fire incident in June 2017. Since 2017 Central Government has made a number of regulatory changes including updating the Regulatory Reform Order (Fire Safety) 2005 which places additional responsibilities on Landlords for the protection of the communal parts which now includes Flat Front Entrance Doorsets which open into the communal areas.

The London Fire Brigade (LFB) have tightened up their inspection regime on estates and Street Properties and have served numerous Notice of Defficiencies

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(NOD's) on the Council due to inadequate or insufficient fire safety provisions within the identified Street Properties and on some estates. Works to combat the individual NOD's are carried out within the permitted timescale to ensure the Council met its legal obligations and comply with the requirements set out in the NOD's. The types of the works in the NOD's were usually identified as: inadequate emergency lighting, no heat or smoke detectors, flat doors being non-compliant.

The works required as part of this contract award are as follows: *The supply and installation of an early warning heat and smoke alarm detection system, emergency lighting systems, certified fire doorsets to flat doors and communal areas, electrical consumer units and purpose built electrical intake cupboards sited in the communal areas of Street Properties to ensure that our Street Properties are compliant with current fire safety regulatory requirements.*

The overall predicted cost for all street property fire safety programme is 72 million pounds. The financial savings will be minimal against the cost of the current contract already in place and due to The current economic situation: rising cost of energy and materials, longer lead-in times, rising wages across building works sector due to labour market shortages post Brexit, Covid, etc. Russia and Ukraine war, and now the new Middle East conflict., the purpose of this contract award is to support the current service provider who do not have the capacity to carry out the whole contract in the timescale required to prevent the Council being served Enforcement Notices from the London Fire Brigade (LFB).

The scheme applies to all 10,000 flats we have in our Street Properties housing stock which covers approximately 2,500 Street Properties.

## 2. What impact will this change have on different groups of people?

Please consider:

- Whether the impact will predominantly be external or internal, or both?
- Who will be impacted – residents, service users, local communities, staff, or others?
- Broadly what will the impact be – reduced access to facilities or disruptions to journeys for example?

All residents of our directly managed and non-directly managed Street Properties have been consulted about these essential works as required as part of any major Cyclical Improvement Works Programme by letters sent out to them by the Fire Safety Works Team (FSWT).

All flats and the communal areas will be inspected prior to any works taking place, all residents will be informed of exactly what works will be carried out inside their flats (heat detectors) which will be minimal with the bulk of the works being carried out to the communal areas, i.e. emergency lighting, multi-sensors (heat and/or smoke detectors), certified doorsets, fire-rated electrical intake cupboards and fire stopping between the communal areas and the individual flats.

The Resident Liaison Officers will establish any issues that the residents wish to inform us of and these will be taken into account to ensure that works are carried out with the least possible disruption to the individual resident. Where the works will require access to the residents flats prior appointments will be made to ensure these do not clash with the residents own timetable, especially where the residents have their own appointments and where support carers call at the flats to carry out support services for the resident.

Residents will also be informed of the planned works to the communal areas, on a very small amount of properties this may include asbestos removal works, all residents will be informed in advance of this type of works and individual plans will be agreed with individual residents to ensure the minimum amount of disruption is caused.

We envisage a small amount of disruption, i.e. access to the residents flats will be limited during the course of the new doorset installation, this will last for a maximum 4 hour period. The resident will be informed of this via communications from both the Council and the Service Providers Resident Liaison Officers when a bespoke appointment is made and will form part of the discussion when we meet with the individual resident prior to commencement of the works when we inform them of the proposed scope of works. This will also apply when

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carrying out works to the managed communal areas that a residents flat entrance door opens onto, i.e. when carrying out the larger elements of works, when access through the communal areas will be limited but not blocked, examples of this will be the replacement of the existing flat front entrance doors and the renewal of the fire-rated electrical intake cupboards in the communal areas. Again residents will be informed of the dates on which these works will be carried out by appointments and any additional requirements to support the residents during these times will be planned for with the resident.

There will be no suspension of street parking bays for the Service Provider so as to ensure there is no disruption to the residents own car parking arrangements.

Consideration was given to enhancing the specification for the flat front entrance doors from 30 minutes' fire protection (FD30S) to sixty minutes (FD60S). It was evident, however, that FD60S doorsets are significantly heavier than FD30s doorsets and this would have had an unacceptable negative impact on some older people and/or disabled residents in terms of their ability to use their flat front entrance doors and evacuate safely from the property.

In terms of safeguarding and human rights impacts, all of the service providers appointed by the Capital Programme Delivery Team are required to have DBS checks for all of their staff working on an Islington contract, including any subcontractors they may use and this must be evidenced. It is also checked on a quarterly basis to ensure any service providers staff changes are taken into consideration. Service providers are not allowed to enter a property unless an adult over the age of 18 is present. Service providers are given leaflets and information regarding safeguarding and reporting any safeguarding concerns back to Islington Council. They also have to attend mandatory safeguarding training delivered by Islington Council. These are all contractual requirements irrespective of whether the contractor works internally or externally to residents' properties.

Diversity and equality have been considered during this procurement process. The Service Providers are required to report how they will manage customers with any of the protected characteristics. This will include how they will engage and communicate with residents whilst delivering the works. Specific attention will be paid to arrangements the service provider will put in place to ensure they can communicate effectively with all the residents with any of the protected characteristics. For example, service providers are expected to consider translation services for customers where English is not their first language, BSL translators for deaf and hard of hearing customers and take time to demonstrate extra care and patience with

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residents who are older or have mobility impairments. The service provider will be expected to ensure dignity and respect for customers with regards to religious beliefs, e.g. by using protective covering for footwear within properties.

Service providers must clearly explain how they will deliver services to ensure the health and safety of all residents and members of the public are protected and any additional health and safety measures they will put in place to ensure individuals with protected characteristics are protected sufficiently. It is a contractual requirement for service providers to work to Islington Council's policies and procedures, where equality, diversity and an accessible service for all is factored into service delivery procedures. The LFB and Building Control are advised of the bespoke scope of works for each Street Property flat and communal areas and approve the scope of works prior to any works being undertaken.

Leaseholders will also be consulted as required by Section 20 of the Landlord & Tenant Act 1985, specifically about the cost of the works and their obligation to contribute to the works in accordance with their lease agreements.

The works will ensure the LFB have the ability to attend and fight the fire as safely as we can make it. Ultimately, the prescribed fire safety works are required to ensure the Council complies with all of the fire safety regulatory requirements/Building Regulations and they need to be carried out irrespective of tenants' individual status.

The works will ensure that the Council fully discharges its legal obligations to improve the well-being of all residents in the event of a serious fire incident at any of the Council's directly managed or non-managed Street Properties.

This object will be achieved by ensuring that all of the Street Properties have a fully compliant fire detection system installed which will be monitored remotely to ensure that the new systems are kept in full working order and tested periodically.

### 3. What impact will this change have on people with protected characteristics and/or from disadvantaged groups?

This section of the assessment looks in detail at the likely impacts of the proposed changes on different sections of our diverse community.

#### 3A. What data have you used to assess impacts?

Please provide:

- Details of the evidence used to assess impacts on people with protected characteristics and from disadvantaged groups (see guidance for help)
- A breakdown of service user demographics where possible
- Brief interpretation of findings

#### **Resident Profile:**

The groups within Islington which is going to be impacted by this contract are primarily Council tenants, Council leaseholders and visitors to Islington Council Street Properties where these important fire safety works are to be carried out. Below is the known diversity profile for Islington council tenants and leaseholders. This data is from an internal 2020 report.

		<b>Borough Profile</b>	<b>Service User Profile</b>
		<b>Total: 206,285</b>	<b>Total: 52,631</b>
<b>Gender</b>	<b>Female</b>	<b>51%</b>	<b>54%</b>
	<b>Male</b>	<b>49%</b>	<b>46%</b>
<b>Age</b>	<b>Under 16</b>	<b>32,825</b>	<b>9,494</b>
	<b>16-24</b>	<b>29,418</b>	<b>6,063</b>
	<b>25-44</b>	<b>87,177</b>	<b>17,631</b>
	<b>45-64</b>	<b>38,669</b>	<b>12,684</b>
	<b>65+</b>	<b>18,036</b>	<b>6,756</b>
<b>Disability</b>	<b>Disabled</b>	<b>16%</b>	<b>35%</b>
	<b>Non-disabled</b>	<b>84%</b>	<b>65%</b>
	<b>LGBT</b>	<b>No data</b>	<b>N/A</b>

Please provide:

- Details of the evidence used to assess impacts on people with protected characteristics and from disadvantaged groups (see guidance for help)
- A breakdown of service user demographics where possible
- Brief interpretation of findings

<b>Sexual</b>	<b>Heterosexual/straight</b>	<b>No data</b>	<b>N/A</b>
<b>Race</b>	<b>Black, Asian and Minority Ethnic</b>	<b>52%</b>	<b>50%</b>
	<b>White</b>	<b>48%</b>	<b>50%</b>
<b>Religion or belief</b>	<b>Christian</b>	<b>40%</b>	<b>42%</b>
	<b>Muslim</b>	<b>10%</b>	<b>16%</b>
	<b>Other</b>	<b>4.5%</b>	<b>3%</b>
	<b>No religion</b>	<b>30%</b>	<b>16%</b>
	<b>Religion not stated</b>	<b>17%</b>	<b>23%</b>

It should be noted that the Contract Award for this proposal is still under development. Once signed off the works will commence, i.e. putting together a tracker of the properties for which we will instruct the Service Provider to carry out. At this point we will have access to the tenants details and any particular vulnerability that they have or that they have chosen to inform the Council about, in order to further understand the service users affected and assess impact.

Each resident will be visited to inform them what works will be carried out and how this will be done, at this point it will be for the resident to inform us of any issues that they might want to share with us, if they share any particular issue that requires additional support we will at that point make the necessary arrangements taking into account their individual requirements.



3B: Assess the impacts on people with protected characteristics and from disadvantaged groups in the table below.

Please first select whether the potential impact is positive, neutral, or negative and then provide details of the impacts and any mitigations or positive actions you will put in place.

Please use the following definitions as a guide:

Neutral – The proposal has no impact on people with the identified protected characteristics

Positive – The proposal has a beneficial and desirable impact on people with the identified protected characteristics

Negative – The proposal has a negative and undesirable impact on people with the identified protected characteristics

Characteristic or group	Positive/ Neutral/ Negative	What are the positive and/or negative impacts?	How will potential benefits be enhanced or negative impacts be eliminated or reduced?
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Age	Positive and Negative.	<p>Given that some older people may experience mobility issues we may be required to carry out additional works over and above the standard prescribed works. This will have a positive impact in ensuring resident's needs are met but may lead to a greater level of disruption in the short term.</p>	<p>We will ensure that the Council and the service provider take account of any additional works that may be required. The scope of works for each flat will be based on the prescribed works and any additional works required based upon the individual requirements of the resident, e.g. by installing specialist alarms, door entry opening devices sited inside the flat in a location preferred by the resident.</p> <p>Where the resident request we will limit the hours working inside their property to AM or PM only this will be accommodated. Ensuring access to their flat and the communal areas are kept free of any debris to ensure that they and any specialist support workers can come and go as they</p>
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Characteristic or group	Positive/ Neutral/ Negative	What are the positive and/or negative impacts?	How will potential benefits be enhanced or negative impacts be eliminated or reduced?
			would normally, minimising any disruption.

<p>Disability (include carers)</p>	<p>Positive and Negative.</p>	<p>Where the resident informs us that they have a disability, e.g. they are deaf, blind or have mobility issues. This information maybe relayed to the Council at the time of the visit to the flat by the RLO's or whilst the works are being carried out. In the short-term residents may experience a greater level of disruption or negative impact due to additional works taking place and the limited risk of asbestos in some properties. For example, where a resident has a sensory impairment, or access issues requiring car parking for their themselves or their carers directly outside their property or where the resident identifies that they are suffering from Long Covid. Additional works will benefit residents in the long-term by ensuring specialist needs are met in compliance with fire safety regulation.</p>	<p>We will liaise with the residents or the Council's Occupational Therapists to ensure we install any specialist equipment, e.g. flashing alarms or any other appropriate alarm systems so that the residents specialist needs are taken into account and we ensure that the resident fully benefits from the works carried out. Where the resident request will limit the hours working inside their property to AM or PM only this will be accommodated.</p> <p>Ensuring that the Capital Programme Delivery Team or our contractors do not suspend street car parking outside any of the flats.</p>
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Race or ethnicity	Neutral.	<p>Where residents identify any issues with the carrying out of the works, i.e. they may require BSL translator service support or they require all operatives to remove their work boots before entering their flat. This information may be relayed to the Council at the time of the visit to the flat by the RLO's or whilst the works are being carried out to ensure no additional disruption.</p> <p>We will support the residents by ensuring that we engage with the Council's translation services and ensure the service is available when we meet with the resident or when we or the Service Provider writes to the resident about the works, appointments, etc. Given the nature of the works operatives will not be allowed to remove their protective work boots but can place over the boots a protective lining.</p>	
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Characteristic or group	Positive/ Neutral/ Negative	What are the positive and/or negative impacts?	How will potential benefits be enhanced or negative impacts be eliminated or reduced?
Religion or belief (include no faith)	Negative.	Where residents want to pray during the day which may be impacted the scheduled works. This information maybe relayed to the Council at the time of the visit to the flat by the RLO's or whilst the works are being carried out.	We will work with each resident so that we can plan a suitable timetable which allows for the residents individual religious beliefs and allows for pray times to be incorporated in the works timetable and eliminate any disproportionate negative impact from disruptions to the residents and their families normal routine.

Characteristic or group	Positive/ Neutral/ Negative	What are the positive and/or negative impacts?	How will potential benefits be enhanced or negative impacts be eliminated or reduced?
Gender and gender reassignment (male, female, or non-binary)	Neutral.		



<p>Maternity or pregnancy</p>	<p>Negative.</p>	<p>If any resident identifies themselves as being vulnerable due to being pregnant, for example having limited mobility sensitivity to noise or dust disruptions during the works. This information maybe relayed to the Council at the time of the visit to the flat by the RLO's or whilst the works are being carried out.</p>	<p>We will work with each resident so that we can plan a suitable timetable which works for them being pregnant, if this requires a more flexible timetable then this will be allowed for, i.e. limiting the working hours or access to the flats this will be actioned.</p> <p>Where the resident request we will limit the hours working inside their property to AM or PM only this will be accommodated.</p> <p>Ensuring access to their flat and the communal areas are kept free of any debris to ensure that they and any specialist support workers can come and go as they would normally.</p> <p>Ensuring that the Capital Programme Delivery Team or our contractors do</p>
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Characteristic or group	Positive/ Neutral/ Negative	What are the positive and/or negative impacts?	How will potential benefits be enhanced or negative impacts be eliminated or reduced?
			not suspend street car parking outside any of the flats.

Characteristic or group	Positive/ Neutral/ Negative	What are the positive and/or negative impacts?	How will potential benefits be enhanced or negative impacts be eliminated or reduced?
Sex and sexual orientation	Negative.	If any resident identifies themselves as being vulnerable due to their sex or sexual orientation, i.e., where female residents do not want or allow unaccompanied male operatives into their flat. This information maybe relayed to the Council at the time of the visit to the flat by the RLO's or whilst the works are being carried out.	We will work with each resident so that we can plan a suitable timetable which works around any issues that may arise. We will support female residents when then request us by ensuring female only operatives are scheduled to carry out the works or subject to agreement provide a female Resident Liaison Officer to be at the flat whilst the works are being carried out by a male operative.

Characteristic or group	Positive/ Neutral/ Negative	What are the positive and/or negative impacts?	How will potential benefits be enhanced or negative impacts be eliminated or reduced?
Marriage or civil partnership	Neutral.		
Other (e.g. people living in poverty, looked after children, people who are homeless or refugees)	Positive.	The Key Decision Report requires the contractor to work with the Council's iWork Service Team on a 'local first approach' to target the offer of training and apprenticeship opportunities to 'care experienced young people' via the Council website which will provide additional benefit to these groups.	We will endeavour to provide additional support for residents, by signposting the resident to the appropriate Teams within the Council who provide the support services for these residents, for example the council's NRPF, children's or employment teams.

## 4. How do you plan to mitigate negative impacts?

Please provide:

- An outline of actions and the expected outcomes
- Any governance and funding which will support these actions if relevant

As outlined above in Section 3B:

*The works will improve the well-being of all residents in the event of a fire incident at the properties.*

*This will be achieved by ensuring that the properties have a fully compliant fire detection system installed which will be monitored remotely to ensure that the new systems are kept in full working order and tested periodically.*

The only negative impact that we could foresee to any of the protected characteristics or disabled groups in the long-term would be their ability to operate the newly installed Flat Front Entrance Doors, which will be heavier than what is currently installed at the properties. In the short term, there will be some temporary disruptions during the work. Noise will be a temporary issue and this will be minimised and only allowed for between the hours of 9:00 a.m. and 4:00 p.m., reduced access to flats will again be a temporary issue when the new doorsets are installed, all residents will be provided with a timetable for the works and provided with additional support if they require it.

The reason for the change in weight of the doors is to ensure that they meet the minimum requirements of a fully certified fire doorset (frame & door).

We did consider installing FD60S doorsets, which provides a 60 minute fully certified independently tested timeline for each doorset to be installed, i.e. this means that the any new doorsets to be installed will have been independently tested by a Registered Third Party certifying that the doorsets meet the current minimum fire safety standard as required by the Building Regulations. The benefit of this is to safeguard all the residents in the event of a serious fire incident and ensure that the London Fire & Rescue Services have adequate

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- An outline of actions and the expected outcomes
- Any governance and funding which will support these actions if relevant

time to attend the property and deal with the fire. It also future-proofs the Council as the landlord from any future regulatory change, in particular any recommendations in the final report of the Grenfell Towers Inquiry. However given the additional weight and how this could impact the residents ability to operate the front door in the evident of a fire incident, and for there every day use, we decided to comply with the current regulatory requirements of a FD30S doorset installation.

There are some minor alterations we can adopt to any newly installed doorset whilst still maintaining its integrity and certification of the doorset, i.e. to reset or if necessary to change the door closer mechanism to allow for slower release. The Fire Safety Works Team reviews each installation and with the consent of the resident will adapt the door closing mechanism to meet the needs of the individual resident.

## 5. Please provide details of your consultation and/or engagement plans.

Please provide:

- Details of what steps you have taken or plan to take to consult or engage the whole community or specific groups affected by the proposal
- Who has been or will be consulted or engaged with
- Methods used or that will be used to engage or consult
- Key findings or feedback (if completed)

Key to the success of this project will be the communication from the Council and the service provider to all residents, the communication will predominantly be in person, telephone, text, email and newsletters. We will ensure that we only use the type of communication style that the residents identify as what suits them and how they wish to be contacted and communicated by. For

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- Who has been or will be consulted or engaged with
- Methods used or that will be used to engage or consult
- Key findings or feedback (if completed)

example, where English is not the residents first language we will use the Council' Big Word telephone translation service or arrange for a BSL Translator to be present at any prearranged appointment or send letters, texts, etc. in the language preferred by the resident. Where a resident requires any written communication to be submitted using Braille this will be arranged.

## 6. Once the proposal has been implemented, how will impacts be monitored and reviewed?

Please provide details in the table below.

Action	Responsible team or officer	Deadline
Consultation	Fire Safety Works Team	Already completed, Additional consultation will be undertaken by the RLO's when they visit each flat and discuss with the residents the scope of

Action	Responsible team or officer	Deadline
		works required to their flat and the communal areas of the property. Each flat will be post inspected by the Fire Safety Works Team to ensure the works have been carried out to the require standard and to ensure the residents are informed how to make use of the new equipment. Any feedback will be incorporated into the programme of works going forward and remedial works will be carried out immediately.
Programme of works	Fire Safety Works Team	On-going with completion by March 2026
Sign off by Fire Safety Works Team	Fire Safety Works Team	On-going with completion by March 2026
Building Control approval	Fire Safety Works Team to Building Control	On-going with completion by June 2026
Fire Safety Works Team to handover to Responsive Repairs	Fire Safety Works Team to Responsive Repairs	On-going with completion by July 2026



Please send the completed EQIA to [equalities@islington.gov.uk](mailto:equalities@islington.gov.uk) for quality checking by the Fairness and Equality Team. All Equality Impact Assessments must be attached with any report to a decision-making board and should be made publicly available on request.

This Equality Impact Assessment has been completed in accordance with the guidance and using appropriate evidence.

Member	Name	Signed	Date
Staff member completing this form	Neil Ridsdale, Fire Safety Delivery Manager		12 <sup>th</sup> October 2023
Fairness and Equality Team	Monika Milewska	Monika Milewska	19 <sup>th</sup> December 2023
Director or Head of Service	Stephen Platt		5 <sup>th</sup> January 2024