

# Equality Impact Assessment: Screening Tool

## Summary of proposal

|   |  |
|---|--|
| Name of proposal                          | Communal TV Aerial Systems Repairs and Maintenance Contract                                    |
| Reference number (if applicable)          | 2122-0299  |
| Service Area                              | Housing Property Services  |
| Date screening completed                  | 6 December 2021  |
| Screening author name                     | Glenn McCorkindale   |
| Fairness and Equality team sign off       | James Pares  |
| Authorising Director/Head of Service name | Matt West  |

Before completing the EQIA Screening Tool 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 outline:

- What are the aims/objectives of this proposal?
- Will this deliver any savings?
- What benefits or change will we see from this proposal?
- Which key groups of people or areas of the borough are involved?

Many of the residents living on the council's housing estates access their TV services through a communal TV aerial system. In addition the council also has communal TV aerials in approximately 50 community centres and three reception centres located across the borough. The council has an existing contract with a specialist contractor to supply these repair and maintenance services which is due to expire in 2022. The council needs to procure a new contract with an external specialist contractor to continue to repair and maintain these communal TV aerial systems to ensure residents' access to TV services are not put at risk due to disrepair issue.

Although there are no legal requirements to provide these aerials, where they exist, the council has a duty to ensure they are maintained to comply with sections 2 and 3 of the Health and Safety Act 1974. Maintenance is also essential to ensure compliance with the Confederation of Aerial Industries (CAI) and Registered Digital Installer Licensing Body (RDI-LB) engineers codes of practice.

TV aerials are regularly exposed to damage by adverse weather conditions and do require maintenance and possible realignment. Failure to carry out repairs results in residents being unable to access the TV services they pay for as part of their rent or annual service charges. This carries a reputational risk for the council.

As part of the proposed procurement the council will aim to secure social value contributions from the new contractor which is likely to include employment and training opportunities for local residents. The contractor will also be required to pay employees delivering this contract the London Living Wage.

On whom will the proposal impact? Delete as appropriate.

| Group of people       | Impacted? |
|-----------------------|-----------|
| Service users         | Yes       |
| Residents             | Yes       |
| Businesses            | No        |
| Visitors to Islington | No        |

| Group of people                   | Impacted?              |
|-----------------------------------|------------------------|
| Voluntary or community groups     | Yes                    |
| Council staff                     | Yes                    |
| Trade unions                      | No                     |
| Other public sector organizations | No                     |
| Others                            | Please specify:<br>N/A |

# What consultation or engagement has taken place or is planned?

Please outline:

- Which groups or communities you have consulted/plan to consult
- Methods used/will use to engage (for example, focus groups)
- How insight gained from engagement or consultation has been/will be fed into decision making or proposal design

If you have not completed any engagement activity and do not plan to, you should outline why this decision has been made.

Consultation has not been undertaken and is not considered necessary for this procurement exercise.

As stated above residents, including homeless residents living in temporary accommodation, accessing their TV services through communal systems in addition to community groups access TV services at local community centres will benefit from continue TV services with the procurement of this repairs and maintenance contract.

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

Of the groups you have identified above, please now indicate the likely impact on people with protected characteristics within these groups by checking the relevant box below. 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

You should then assess whether the negative impact has a low impact, medium impact or high impact. Consider the level and likelihood of impact. Please also think about whether the proposal is likely to be contentious or perceived as a negative change by certain groups, as this could justify the completion of a full EQIA. See the guidance for help.

| Protected characteristic              | Positive impact          | Neutral impact                      | Negative impact | Description of the impact (if applicable)   |
|---------------------------------------|--------------------------|-------------------------------------|-----------------|---|
| Age                                   | <input type="checkbox"/> | <input checked="" type="checkbox"/> | Choose an item. | The provision of this contract will benefit all residents who access their TV service through a communal system |
| Disability (include carers)           | <input type="checkbox"/> | <input checked="" type="checkbox"/> | Choose an item. | The provision of this contract will benefit all residents who access their TV service through a communal system |
| Race or ethnicity                     | <input type="checkbox"/> | <input checked="" type="checkbox"/> | Choose an item. | The provision of this contract will benefit all residents who access their TV service through a communal system |
| Religion or belief (include no faith) | <input type="checkbox"/> | <input checked="" type="checkbox"/> | Choose an item. | The provision of this contract will benefit all residents who access their TV service through a communal system |
| Gender and gender reassignment        | <input type="checkbox"/> | <input checked="" type="checkbox"/> | Choose an item. | The provision of this contract will benefit all residents who access their TV service through a communal system |

| Protected characteristic  | Positive impact          | Neutral impact                      | Negative impact | Description of the impact (if applicable)   |
|---|--------------------------|-------------------------------------|-----------------|---|
| (male, female or non-binary)  |                          |                                     |                 |   |
| Maternity or pregnancy  | <input type="checkbox"/> | <input checked="" type="checkbox"/> | Choose an item. | The provision of this contract will benefit all residents who access their TV service through a communal system |
| Sex and Sexual Orientation  | <input type="checkbox"/> | <input checked="" type="checkbox"/> | Choose an item. | The provision of this contract will benefit all residents who access their TV service through a communal system |
| Marriage or Civil Partnership   | <input type="checkbox"/> | <input checked="" type="checkbox"/> | Choose an item. | The provision of this contract will benefit all residents who access their TV service through a communal system |
| Other (e.g. people living in poverty, looked after children, people who are homeless or refugees) | <input type="checkbox"/> | <input checked="" type="checkbox"/> | Choose an item. | The provision of this contract will benefit all residents who access their TV service through a communal system |



# How do you plan to mitigate negative impacts?

Where there are disproportionate impacts on groups with protected characteristics, please outline:

- The other options that were explored before deciding on this proposal and why they were not pursued
- Action that is being taken to mitigate the negative impacts

| Action | Lead | Deadline | Comments |
|--------|------|----------|----------|
|        |      |          |          |
|        |      |          |          |
|        |      |          |          |

| Screening Decision                          | Outcome |
|---|---------|
| Neutral or Positive – no full EQIA needed*. | Yes     |

| Screening Decision   | Outcome |
|--|---------|
| Negative – Low Impact – full EQIA at the service director’s discretion*. | No      |
| Negative – Medium or High Impact – must complete a full EQIA.            | No      |
| Is a full EQIA required? Service decision:                               | No      |
| Is a full EQIA required? Fairness and Equality recommendation:           | No      |

\* If a full EQIA is not required, you are still legally required to monitor and review the proposed changes after implementation to check they work as planned and to screen for unexpected equality impacts.

Please send this completed EQIA Screening Tool to [equalities@islington.gov.uk](mailto:equalities@islington.gov.uk) for quality checking by the Fairness and Equality Team.