

# Equality Impact Assessment: Screening Tool

## Summary of proposal

Name of proposal	Water Systems (Legionella Control) Monitoring, Testing, Servicing and Associated Remedial Works
Reference number (if applicable)	Contract: 2122-0319
Service Area	Housing
Date screening completed	09/12/21
Screening author name	Helen Ha
Fairness and Equality team sign off	Lisa Koduthore
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?

The council is intending to procure one contractor for the delivery of planned testing and servicing of mechanical and engineering installations comprising of Water Systems for the control and prevention of legionella. The service will include planned sampling and testing, cleaning and disinfecting of water tanks and preventative and remedial maintenance works. The remedial works may also include tank replacements, conversions to mains water systems and alterations to existing pipework.

The nature of this service is to ensure adequate control measures are in place to minimize the risk of legionella. Islington Council is required to meet its regulatory and legal requirements to ensure that adequate control measures are in place to minimise the risk of legionella and that levels of Legionella bacteria are kept within safe limits.

Residents are reliant on the council in ensuring that their water supply is safe and free from dangerous contagions and contamination. Failure by the council to discharge its responsibility could result adversely on residents resulting in serious health and safety implications and reputational risk to the council.

There is not likely to be any financial savings that can be made within this contract as the market is not very competitive and the number of companies providing this specialist service and equipment such a water testing center and testing equipment and is limited.

Social value will form a significant proportion of the tender evaluation, contractors are expected to incorporate social values which includes employment, training opportunities for local residents.

On whom will the proposal impact? Delete as appropriate.

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

Group of people	Impacted?
Voluntary or community groups	Yes
Council staff	Yes
Trade unions	No
Other public sector organisations	No
Others	Please specify:

# 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.

As the work procured under this contract will be carried out in communal areas of residential blocks and estates council leaseholders will be liable to be recharged for their proportion of the costs of any work. In compliance with legal requirements therefore a two stage section 20 consultation exercise will be undertaken with council leaseholders in relation to this procurement.

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## 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.	
Disability (include carers)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Choose an item.	
Race or ethnicity	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Choose an item.	



Protected characteristic	Positive impact	Neutral impact	Negative impact	Description of the impact (if applicable)
Religion or belief (include no faith)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Choose an item.	
Gender and gender reassignment (male, female or non-binary)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Choose an item.	
Maternity or pregnancy	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Choose an item.	
Sex and Sexual Orientation	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Choose an item.	
Marriage or Civil Partnership	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Choose an item.	

Protected characteristic	Positive impact	Neutral impact	Negative impact	Description of the impact (if applicable)
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.	

## 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
Mitigation of short-term negative impact during the implementation stage.			To mitigate short term negative impact, we will instruct the existing contractor to continue with the service until the new contractor is fully mobilized. There will be no gap to the service. There are provisions within the contract to seek support from a secondary contractor, should the primary contractor not meet the

Action	Lead	Deadline	Comments
			requirements. We also have our in-house cyclical team who can carry out monitoring duties.

Screening Decision	Outcome
Neutral or Positive – no full EQIA needed*.	No
Negative – Low Impact – full EQIA at the service director’s discretion*.	No

Screening Decision	Outcome
Negative – Medium or High Impact – must complete a full EQIA.	No
Is a full EQIA required? Service decision:	Yes/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.