

# Resident Impact Assessment

## Procurement Strategy for Asbestos Removals and Reinstatement Works

### Service Area: Repairs and Maintenance

## 1. Intended Outcomes

This contract is for a licensed asbestos removal contractor to carry out removals, remedial works and encapsulations works in accordance with the control of Asbestos Regulations 2012. Asbestos removals are inclusive of artex ceilings, insulation boards and floor tiles containing asbestos. Following the removals, reinstatement works will also be required such as installing a new ceiling or flooring.

## 2. Resident Profile

The group within Islington which is going to be impacted by this contract are Islington Council Residents'.

		Borough profile	Service User profile
		Total: 206,285	Total: 52,631
Gender	Female	51%	54%
	Male	49%	46%
Age	Under 16	32,825	9,494
	16-24	29,418	6,063
	25-44	87,177	17,631
	45-64	38,669	12,684
	65+	18,036	6,756
Disability	Disabled	16%	35%
	Non-disabled	84%	65%
Sexual orientation	LGBT	No data	N/A
	Heterosexual/straight	No data	N/A
Race	BME	52%	50%
	White	48%	42%
	Christian	40%	16%

<b>Religion or belief</b>	<b>Muslim</b>	<b>10%</b>	<b>3%</b>
	<b>Other</b>	<b>4.5%</b>	<b>16%</b>
	<b>No religion</b>	<b>30%</b>	<b>23%</b>
	<b>Religion not stated</b>	<b>17%</b>	<b>42%</b>

### 3. Equality impacts

The delivery of this service will not discriminate against anyone with protected characteristics.

It is anticipated that the delivery of this service will not have any negative impact on any persons within the protected characteristics groups. The delivery of the contract will have a positive impact on all residents including those with protected characteristics as it is designed to enable repairs to be carried out within tenants' properties upon the safe removal of asbestos containing materials. The council has statutory duties to keep its properties and services in good working order as part of The Secure Tenant's of Local Housing Authorities (Right-to-Repair) Regulations 1994.

Leaseholders will not be affected by this service and services charges will not be applicable to leaseholders.

The planned arrangements for this procurement process will have a positive impact on groups with protected characteristics as diversity and equality will be considered during the procurement process. Potential service providers have been asked a scored question relating to customer service, equality and diversity during the process. Scoring will take into account how service providers propose to take due consideration to equality and diversity in the delivery of this contract in a number of ways. This will include how they will engage and communicate with residents whilst delivering the works, taking into consideration the tenants's disabilities, as well as the other protected characteristics.

Specific attention will be paid to what arrangements they will put in place to ensure they can communicate effectively with 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. The service provider will be asked to demonstrate how they will ensure dignity and respect for customers in regards to religious beliefs e.g. protective covering for footwear within properties, ensuring cultural sensitivity is maintained with regards to respecting social boundaries and by taking time and demonstrating extra care and patience with residents' who are elderly or have mobility impairments.

Service providers will also be expected to clearly explain how they will deliver services to ensure the health and safety for all residents and members of the public is 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 health & safety, equality, diversity and an accessible service for all is factored into service delivery procedures.

Social value is also written into the contract terms including offering a number of apprenticeship opportunities (subject to contract value), work experience placements, job shadowing and training opportunities. The Council's iWork Team will attend quarterly Core Group meetings with the successful service provider, where commitments made to deliver Social Value requirements will be monitored and if necessary, enforced with the successful service provider. Other community benefits will also be considered and arranged, such as shadowing for work experience, after school jobs and assisting with training sessions for residents and Islington Council staff.

It is not anticipated that the delivery of this contracts will have any negative impact on relations between communities with protected characteristics and the rest of the population in Islington.

#### 4. Safeguarding and Human Rights impacts

All service providers appointed by Repairs and Maintenance are required to have DBS checks for all their staff working on an Islington contract, including any subcontractors they may use and this must be evidenced. This information is checked and updated on a quarterly basis to ensure any service provider's 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 must attend mandatory safeguarding training delivered by Islington Council. These are all contractual requirements irrespective of whether the service provider works within occupied or void properties.

There is no anticipated risk of Human Rights breaches linked to the delivery of this contract.

#### 5. Action

As there are no negative impacts identified, no mitigating actions are required. As stated in Section 3, service providers will be scored and monitored closely around their approach to equality and diversity.

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

**Staff member completing this form:**

Signed: Laina Thomas

Date: 15/07/2021

**Head of Service or higher:**

Signed: Ian Swift

Date: 15/02/23