

# 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: 2223-0407 Fire Safety Works to Street Properties.
Service Area	Housing Property Services Capital Programme Delivery Team.
Date assessment completed	5 <sup>th</sup> June 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.

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 met. 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 Notices of Deficiencies (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*

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*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 financial savings will be minimal against the cost of the current contract already in place, 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).

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.

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 that a small amount of disruption will be caused to the residents during the course of the prescribed works, i.e. when carrying out the larger elements of works, 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.

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. The works will ensure the LFB have the ability to attend and fight the fire as safely as we can make it. These important fire safety works are necessary regardless of residents' individual status.

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 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 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.

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 elderly and/or disabled residents in terms of their ability to use their flat front entrance doors and evacuate safely from the property.

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

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.

### 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.

		<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>Sexual orientation</b>	<b>LGBT</b>	<b>No data</b>	<b>N/A</b>
	<b>Heterosexual/straight</b>	<b>No data</b>	<b>N/A</b>
<b>Race</b>	<b>BME</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>

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

It is anticipated that the delivery of this contract 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 the service is designed to ensure that the Council enhances the protection of residents' flat front entrance doorsets and with a number of enhancements to the communal area outside the flat which will allow safe passage past it by other residents in the event of a serious fire incident within these Street Properties.

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

### **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.

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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

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

to ensure that the new systems are kept in full working order and tested periodically.



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?
Age	Positive.	Given that some elderly resident may experience mobility issues we may be required to carry out additional works over and above the standard prescribed works.	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. Ensuring access to their flat and the communal areas are kept free of any debris to ensure that they and any specialist carers can come and go as they please.

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?
Disability (include carers)	Positive and Negative	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.	We will ensure that we 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 to ensure the residents specialist needs are taken into account to ensure that the resident fully benefits from the works carried out.

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?
Race or ethnicity	Positive	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 support the female residents 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 whllst 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?
Religion or belief (include no faith)	Positive.	Where residents want to pray during the day which may 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 int the works timetable.

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)	Positive.	If any resident identifies themselves as feeling vulnerable due to their gender and gender reassignment (male, female or non-binary) status. 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 carrid out.	We will work with each resident so that we can plan a suitable timetable which works around any issues that may arise as a result of the residents individual gender or gender reassignment (male, female or non-binary) status that they require to be identified or kept confidential.

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?
Maternity or pregnancy	Positive.Positive.	If any resident identifies themselves as being vulnerable due to being pregnant. 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 carrid out.	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.

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	PositivePositive.	If any resident identifies themselves as being vulnerable due to their sex or sexual orientation. 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 carrid out.	We will work with each resident so that we can plan a suitable timetable which works around any issues that may arise as a result of their sex or sexual orientation status that they require to be identified or kept confidential.
Marriage or civil partnership	PositivePositive.	If any resident identifies themselves as being vulnerable due to their marriage or civil partnership. 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 carrid out.	We will work with each resident so that we can plan a suitable timetable which works around any issues that may arise as a result of their marriage or civil partnership status that they require to be identified or kept confidential.



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?
<p>Other Age (e.g. elderly) (e.g. people living in poverty, looked after children, people who are homeless or refugees)</p>	<p>Positive.Positive.</p>	<p>If any resident identifies themselves as being vulnerable due to their age, people living in poverty, looked after children, people who are homeless or refugees. 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 carrid out.</p>	<p>We will work with each resident so that we can plan a suitable timetable which works around any issues that may arise as a result of their age, e.g. access for carers, support them if they attend community centres or have hospital appointments. People living in poverty, looked after children, people who are homeless or refugees may require other support and that they require this information to be identified or kept confidential.</p>

## 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 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.

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, to future-proof 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 event of a fire incident, and for their 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

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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.

You will find below an example of the standard letters that go out to all residents as part of the consultation process. It should be noted that these works are mandatory for all tenants, whilst the same applies for leaseholders, given that have to make a physical contribution for these essential fire safety

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works we are mindful that notices are also served upon them by our colleagues in the Home Ownership Unit to comply with the consultation requirements as set out by Section 20 of the Landlord & Tenant Act 1985 (as amended).

For example:

*Housing Property Services  
Fire Safety Works Project Team  
Room G17 Town Hall  
Upper Street  
London, N1 2UD  
T: 07811043269  
E: [Leanne.peters@islington.gov.uk](mailto:Leanne.peters@islington.gov.uk)*

*Friday 27 January 2023*

*Dear (residents name),*

*This is an introduction of essential fire safety works to your home and Communal area by Vinci Facilities Contractors.*

*We are pleased to write to you to confirm the start of fire safety works to your home that will include making both your dwelling and the communal areas compliant with current fire safety guidelines.*

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)

*The contractor undertaking these works on behalf of Islington Council are Vinci Facilities a division of Vinci Construction UK Ltd, who have been appointed by Islington Council to carry out essential fire safety works within your property and communal areas, where appropriate and as outlined below:*

*The scope of works area are as follows:*

- *Early warning detection alarm system to the communal area.*
- *Installation of individual heat detectors to each property radio linked to the communal alarm system.*
- *Upgrade to the landlord's electrical supply to the common parts.*
- *Fire stopping to communal areas, subject to survey.*
- *Replacement of fire door sets to flats subject to fire door surveys.*
- *Replacement of communal fire doors, subject to survey.*
- *Installation of emergency lighting in communal areas dependent on survey risk assessments.*
- *Upgrading of 30-minute Fire Rated Electrical Cupboards.*
- *Replacement of Safety Glass to Sash windows subject to surveys.*

*Vinci will be writing to you in due course, requesting access to carry out surveys for these works, please allow access to the contractors.*

*If you are leaseholders, Home Ownership will contact you in due course to carry out Section 20 Consultation. For the fire door set replacements to flats,*

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*we will write to leaseholders soon, providing you with information on fire door sets replacement and inviting the leaseholder of opt-in option.*

*The project teams are fully aware of the current Government Guidance in response to COVID-19 and have a robust Risk Assessment Method Statement that is followed by Vinci Facilities and their sub-contractors. This is to ensure that the health and safety of residents as well as staff is maintained. Close attention is followed to any developments in respect to this issue. Any adjustments will be made to our risk assessments, to ensure that we continue following the governments guidance.*

*Please feel free to contact the Resident Liaison Officers from Vinci Facilities – Toni Leban on 07936335655, [Toni.Leban@vincifacilities.com](mailto:Toni.Leban@vincifacilities.com) who will be able to provide you with more information regarding.*

- *The sequencing of works and timeline.*
- *Booking in an appointment.*
- *Explaining how their sub-contractors will operate during the current climate with regards to COVID-19.*
- *Any other queries relating to works that Vinci Facilities will be carrying out.*

*Please be aware of bogus callers. All Vinci employees carry photo identification cards, and they will not call at your property without a pre-arranged appointment. Please ensure that you check identification before letting anyone*

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)

*enter your home. If you would like to verify a person's identity, please contact Toni from Vinci.*

*If you have any other issues you wish to raise, please do not hesitate to contact me on 07811043269 or at [Leanne.peters@islington.gov.uk](mailto:Leanne.peters@islington.gov.uk)*

*We would like to take this opportunity to thank you in advance for your co-operation and hope to complete these works as efficiently as possible.*

*Yours faithfully*

*Leanne Peters*

*Project Liaison Officer*

- Copies of all standard letters are available if required.

## 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 works required to their flat and the communa areas. 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 July 2025
Sign off by Fire Safety Works Team	Fire Safety Works Team	On-going with completion by July 2025



Action	Responsible team or officer	Deadline
Building Control approval	Fire Safety Works Team to Building Control	On-going with completion by August 2025
Fire Safety Works Team to handover to Responsive Repairs	Fire Safety Works Team to Responsive Repairs	On-going with completion by September 2025

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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		5 <sup>th</sup> June 2023
Fairness and Equality Team			
Director or Head of Service			

