

EQUALITY SCREENING

Equality Impact Assessment guidance should be considered when completing this form.

POLICY/FUNCTION/ACTIVITY	LEAD OFFICER
Building Safety Policy	Stephan Scheiner

A. What is the aim of this policy, function or activity? Why is it needed? What is it hoped to achieve and how will it be ensured it works as intended? Does it affect service users, employees or the wider community?

The Building Safety Policy aims to ensure the safety of residents, staff, and the public in and around buildings managed or owned by RBC, particularly focusing on those over 18 metres in height. This policy is needed to comply with recent legislative changes such as The Building Safety Act 2022 and the Fire Safety Act 2021, which were introduced in response to incidents like the Grenfell tragedy.

The primary functions of this policy are to effectively manage identified risks, implement action plans promptly, engage with residents and stakeholders, and comply with legal and regulatory requirements. By adhering to this policy, RBC hopes to achieve enhanced building safety, reduced risks, and effective engagement with service users. The policy also aims to ensure compliance with building safety regulations and create clear responsibilities across the organisation.

In summary, the Building Safety Policy is crucial for RBC to fulfill its duty of providing safe living and working environments. It aims to mitigate risks, engage stakeholders effectively, and ensure compliance with legal obligations, ultimately enhancing safety and trust within the community.

This policy will affect people living in or owning properties within the Council housing stock and may have an impact on employees or contractors who may have to work or carry out safety inspections on any buildings in scope or the Building Safety Act.

B. Is this policy, function or activity relevant to equality? Does the policy, function or activity relate to an area in which there are known inequalities, or where different groups have different needs or experience? Remember, it may be relevant because there are opportunities to promote equality and greater access, not just potential on the basis of adverse impacts or unlawful discrimination.

The Protected Characteristics are; Sex, Age, Disability, Race, Religion and Beliefs, Sexual Orientation, Marriage and Civil Partnership, Gender Reassignment, Pregnancy and Maternity.

This policy does not relate to an area where there are currently known inequalities. However, there is currently little data available to analyse regarding alterations and improvements made by tenants to their homes. Such data will be gathered going forward, to form evidence-based data on whether protected characteristics are more or less engaged.

This policy is relevant to equality as it applies to all Council tenants and leaseholders for buildings that fall under the scope of the Building Safety Act. It will have a positive impact for tenants and leaseholders by providing reassurance regarding their safety.

If the policy, function or activity is considered to be relevant to equality then a full Equality Impact Assessment may need to be carried out. If the policy function or activity does not engage any protected characteristics then you should complete Part C below. Where Protected Characteristics are engaged, but Full Impact Assessment is not required because measures are in place or are proposed to be implemented that would mitigate the impact on those affected or would provide an opportunity to promote equalities please complete Part C.

C. If the policy, function or activity is not considered to be relevant to equality, what are the reasons for this conclusion? Alternatively, if it is considered that there is an impact on any Protected Characteristics but that measures are in place or are proposed to be implemented please state those measures and how it/they are expected to have the desired result. What evidence has been used to make this decision? A simple statement of 'no relevance' or 'no data' is not sufficient.

A full impact assessment is not required as this new policy is being put in place to have a positive impact on all tenants and future tenants (including leaseholders) living or owning relevant properties in scope of the Building Safety Act. The policy's focus is on enhancing safety standards.

There is no evidence that tenants or leaseholders with any of the nine protected characteristics will be negatively impacted by this policy. Rather, it is anticipated that this policy will promote equality.

This screening assessment will need to be referred to the Equality Group for challenge before sign-off.

Date completed: 06th May 2024

Sign-off by senior manager: *Simon Allen*