

Winchester City Council

Equality Impact Assessment (EqIA)



Section 1 - Data Checklist

When undertaking an EqIA for your policy or project, it is important that you take into consideration everything which is associated with the policy or project that is being assessed.

The checklist below is to help you sense check your policy or project before you move to Section 2.

		Yes/No	Please provide details
1	Have there been any complaints data related to the policy or project you are looking to implement?	Yes	1 Electrical Safety complaint identified in the past 12 months. No specific Electrical-related complaint trends identified.
2	Have all officers who will be responsible for implementing the policy or project been consulted, and given the opportunity to raise concerns about the way the policy or function has or will be implemented?	Yes	Service Managers, Health & Safety, Legal, Corporate H&S Lead, Councillors, TACT, and residents consulted during policy drafting.
3	Have previous consultations highlighted any concerns about the policy or project from an equality impact perspective?	No	No previous consultations evidenced.
4	Do you have any concerns regarding the implementation of this policy or project? <i>(i.e. Have you completed a self-assessment and action plan for the implementation of your policy or project?)</i>	Yes	The technical nature of the policy requires clear operational briefings to ensure consistent understanding. Access to properties has been highlighted as a recurring issue in electrical and compliance programmes.
5	Does any accessible data regarding the area which your work will address identify any areas of	No	Continued monitoring is required for access refusals and vulnerable households.

		Yes/No	Please provide details
	concern or potential problems which may impact on your policy or project?		
6	Do you have any past experience delivering similar policies or projects which may inform the implementation of your scheme from an equality impact point of view?	Yes	There is a need for clearer contractor briefings, improved tracking of remedial works, and better coordination with access arrangements. These lessons have informed the development of updated contractor specifications and enhanced database management.
7	Are there any other issues that you think will be relevant?	Yes	Access refusal or missed appointments remain a key risk, particularly among vulnerable tenants. There is also an ongoing need to ensure consistency between responsive repairs data and planned inspection programmes.

Section 2 - Your EqIA form

Directorate: Housing	Your Service Area: Property Services	Team: Building Safety	Officer responsible for this assessment: Darren Smith	Date of assessment: 01/10/2025
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	Question	Please provide details
1	What is the name of the policy or project that is being assessed?	Electrical Safety Policy
2	Is this a new or existing policy?	New
3	Briefly describe the aim and purpose of this work.	To define how Winchester City Council will comply with the Electrical Safety Standards in the Private Rented Sector (England) Regulations 2020 and associated landlord responsibilities. The policy ensures all electrical installations and appliances within Council homes are safe, regularly inspected, and maintained to protect residents and prevent electrical fires.
4	What are the associated objectives of this work?	<ul style="list-style-type: none"> - Ensure compliance with statutory and regulatory safety standards - Protect residents, staff, and contractors from injury - Promote inclusive communication and fair access during inspection works - Embed a proactive health and safety culture - Align with the Social Housing (Regulation) Act 2023 and the Safety and Quality Standard
5	Who is intended to benefit from this work and in what way?	<ul style="list-style-type: none"> - Tenants, leaseholders, and residents (especially those with disabilities or mobility impairments) - Staff and contractors operating or maintaining lifts - The wider Winchester community through improved safety and transparency
6	What are the outcomes sought from this work?	<ul style="list-style-type: none"> - Improved resident safety and satisfaction - Full compliance with legal and regulatory standards - Timely remediation and re-inspection of electrical hazards

		<ul style="list-style-type: none"> - Reduction in complaints and access-related delays - Enhanced data accuracy and transparency (TSM-aligned reporting) - Stronger focus on vulnerable and hard-to-reach residents
7	What factors/forces could contribute or detract from the outcomes?	<p>Contributing</p> <ul style="list-style-type: none"> - Strong contractor management - Data-driven compliance systems - Multi-disciplinary collaboration - Resident engagement programme <p>Detracting</p> <ul style="list-style-type: none"> - Access refusals or missed appointments - Limited language accessibility - Resource or funding pressures - Changing national regulations
8	Who are the key individuals and organisations responsible for the implementation of this work?	<ul style="list-style-type: none"> - Housing Policy & Projects Manager - Strategic Director (Housing) - Service Lead: Property Services - Building Safety Manager - Corporate Health and Safety Lead - Housing Systems & Data Team - Partner agencies and contractors - Tenant & Leaseholder Panels
9	Who implements the policy or project and who or what is responsible for it?	<p>Property Services Lead</p> <p>Property Services – Building Safety</p>

		Please select your answer in bold . Please provide detail here.		
10a	Could the policy or project have the potential to affect individuals or communities on the basis of race differently in a negative way?	Y	N	Residents with limited English proficiency may have difficulty understanding inspection notices, safety instructions, or consent documentation.

				Complaints and engagement logs show occasional communication barriers with non-English-speaking households.
10b	What existing evidence (either presumed or otherwise) do you have for this?			
11a	Could the policy or project have the potential to affect individuals or communities on the basis of sex differently in a negative way?	Y	N	
11b	What existing evidence (either presumed or otherwise) do you have for this?	No identified direct negative impact. However, lone female residents may prefer same-gender operatives for access. Resident feedback through TACT and surveys.		
12a	<p>Could the policy or project have the potential to affect individuals or communities on the basis of disability differently in a negative way?</p> <p><i>you may wish to consider:</i></p> <ul style="list-style-type: none"> • <i>Physical access</i> • <i>Format of information</i> • <i>Time of interview or consultation event</i> • <i>Personal assistance</i> • <i>Interpreter</i> • <i>Induction loop system</i> • <i>Independent living equipment</i> • <i>Content of interview</i> 	Y	N	
12b	What existing evidence (either presumed or otherwise) do you have for this?	Residents with mobility, sensory, or mental health conditions may struggle with access arrangements, communication formats, or temporary decanting. Case records show access difficulties among mobility-impaired and housebound residents.		

13a	Could the policy or project have the potential to affect individuals or communities on the basis of sexual orientation differently in a negative way?	Y	N	
13b	What existing evidence (either presumed or otherwise) do you have for this?	No differential impact identified. Maintain confidentiality and dignity in all communications.		
14a	Could the policy or project have the potential to affect individuals on the basis of age differently in a negative way?	Y	N	
14b	What existing evidence (either presumed or otherwise) do you have for this?	Older residents in sheltered schemes more likely to experience health or mobility barriers to works. Housing performance data and repairs access records. Prioritise visits for older/vulnerable residents; coordinate with scheme managers; provide additional welfare checks.		
15a	Could the policy or project have the potential to affect individuals or communities on the basis of religious belief differently in a negative way?	Y	N	
15b	What existing evidence (either presumed or otherwise) do you have for this?	Works scheduling may conflict with prayer times or religious observances. Consultation with resident representatives. Respect scheduling requests; brief contractors on cultural awareness.		
16a	Could this policy or project have the potential to affect individuals on the basis of gender reassignment differently in a negative way?	Y	N	
16b	What existing evidence (either presumed or otherwise) do you have for this?	No specific impact identified. Ensure staff and contractors adhere to equality and respect training standards.		
17a	Could this policy or project have the potential to affect individuals on the basis of marriage and civil partnership differently in a negative way?	Y	N	
17b	What existing evidence (either presumed or otherwise) do you have for this?	No negative impacts identified. Standard neutral service provision applies.		

18a	Could this policy or project have the potential to affect individuals on the basis of pregnancy and maternity differently in a negative way?	Y	N	
18b	What existing evidence (either presumed or otherwise) do you have for this?	Pregnant residents and that recently post-partum may be more vulnerable to harm from asbestos exposure and require special consideration for works, relocation, and medical guidance. Policy requires safe management and record-keeping; need to ensure explicit procedures for pregnant residents.		
19	Could any negative impacts that you identified in questions 10a to 15b create the potential for the policy to discriminate against certain groups on the basis of protected characteristics?	Y	N	Potential indirect discrimination risks exist if access and communication barriers are not properly mitigated, particularly for residents with disabilities, language barriers, or health vulnerabilities.
20	Can this negative impact be justified on the grounds of promoting equality of opportunity for certain groups on the basis of protected characteristics? Please provide your answer opposite against the relevant protected characteristic.	Y	N	<p>None justified.</p> <p>All identified negative impacts must be mitigated through accessible communication, reasonable adjustments, and inclusive service delivery.</p>
21	How will you mitigate any potential discrimination that may be brought about by your policy or project that you have identified above?	<p>Accessible Communication</p> <ul style="list-style-type: none"> - Translate key documents into the top resident languages. - Provide interpreter or telephone translation service. - Ensure website and print content meet accessibility standards. <p>Vulnerable Resident Protocol</p> <ul style="list-style-type: none"> - Record vulnerability indicators and preferred communication needs (with consent). 		

		<ul style="list-style-type: none"> - Coordinate with Housing Neighbourhoods and Social Care to support access and welfare. <p>Reasonable Adjustments</p> <ul style="list-style-type: none"> - Offer flexible appointment times and relocation support. - Provide support officers from Tenancy Sustainment for vulnerable or disabled residents. <p>Contractor and Staff Training</p> <ul style="list-style-type: none"> - Ensure contractors receive Equality Diversity and Inclusion, safeguarding, and vulnerable resident awareness training. - Require competency accreditation. <p>Resident Engagement and Feedback</p> <ul style="list-style-type: none"> - Develop and maintain a resident engagement strategy. - Use TACT and tenant panels to co-design accessible communications, where practicable. <p>Monitoring and Reporting</p> <ul style="list-style-type: none"> - Track equality-related KPIs around EDI delivery. <p>Review equality data quarterly.</p>		
22	Do any negative impacts that you have identified above impact on your service plan?	Y	N	

Signed by completing officer	Paul Salter
Signed by Service Lead or Corporate Head of Service	Darren Smith