

## 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	There have been 4 Asbestos related complaints in the past 12 months. No asbestos-related complaint trends have been identified since policy creation. Any related reports were isolated and resolved promptly through existing Property Services procedures.
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 specific equality concerns raised.
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	Some concerns exist regarding the highly technical nature of the policy and the need for accessible communication across teams and residents. Property access can be a barrier, particularly for vulnerable or disengaged tenants.

		Yes/No	Please provide details
5	Does any accessible data regarding the area which your work will address identify any areas of concern or potential problems which may impact on your policy or project?	Yes	Hoarding, storage of mobility scooters, and combustible materials present recurring access and safety risks that may delay compliance activities.
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	Property Services has delivered asbestos survey and remediation programmes previously (non-domestic & communal blocks) with lessons on communications, contractor management, and protection of vulnerable residents.
7	Are there any other issues that you think will be relevant?	No	None identified at this stage.

## Section 2 - Your EqIA form

<b>Directorate:</b> Housing	<b>Your Service Area:</b> Property Services	<b>Team:</b> Building Safety	<b>Officer responsible for this assessment:</b> Darren Smith	<b>Date of assessment:</b> 01/10/2025
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	<b>Question</b>	<b>Please provide details</b>
1	What is the name of the policy or project that is being assessed?	Asbestos Management Policy
2	Is this a new or existing policy?	New
3	Briefly describe the aim and purpose of this work.	To ensure Winchester City Council meets its legal duties under the Control of Asbestos Regulations 2012 by maintaining an asbestos register, implementing a risk-based survey and re-inspection programme, ensuring safe management and removal of asbestos-containing materials (ACMs), and protecting residents, staff, and contractors from asbestos exposure.
4	What are the associated objectives of this work?	<ul style="list-style-type: none"> <li>- Demonstrate statutory and regulatory compliance.</li> <li>- Support delivery of the Housing Strategy and HRA Asset Management Plan.</li> <li>- Promote inclusion and eliminate discrimination in service delivery.</li> <li>- Ensure data integrity and transparency in reporting.</li> <li>- Strengthen partnership working with internal and external stakeholders.</li> </ul>
5	Who is intended to benefit from this work and in what way?	<ul style="list-style-type: none"> <li>- Tenants, leaseholders, and residents (especially those with disabilities or mobility impairments)</li> <li>- Staff and contractors operating or maintaining lifts</li> <li>- The wider Winchester community through improved safety and transparency</li> </ul>
6	What are the outcomes sought from this work?	<ul style="list-style-type: none"> <li>- Zero asbestos-related health incidents.</li> <li>- High compliance rating with the Regulator of Social Housing.</li> <li>- Increased tenant satisfaction and trust.</li> </ul>

		<ul style="list-style-type: none"> <li>- Improved equality data capture and reporting.</li> <li>- Timely remedial and inspection activity.</li> </ul>
7	What factors/forces could contribute or detract from the outcomes?	<ul style="list-style-type: none"> <li>- Availability of funding and qualified contractors.</li> <li>- Data completeness in legacy systems.</li> <li>- Regulatory and legislative changes.</li> <li>- Resident cooperation and access</li> </ul>
8	Who are the key individuals and organisations responsible for the implementation of this work?	<ul style="list-style-type: none"> <li>- Housing Policy &amp; Projects Manager</li> <li>- Strategic Director (Housing)</li> <li>- Service Lead: Property Services</li> <li>- Building Safety Manager</li> <li>- Corporate Health and Safety Lead</li> <li>- Housing Systems &amp; Data Team</li> <li>- Partner agencies and contractors</li> <li>- Tenant &amp; Leaseholder Panels</li> </ul>
9	Who implements the policy or project and who or what is responsible for it?	Property Services Lead Property Services – Building Safety

		Please select your answer in <b>bold</b> . 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?	<b>Y</b>	<b>N</b>	
10b	What existing evidence (either presumed or otherwise) do you have for this?	Some residents may have limited English proficiency, potentially reducing understanding of asbestos safety messages or access arrangements.		
11a	Could the policy or project have the potential to affect individuals or communities on the basis of sex differently in a negative way?	<b>Y</b>	<b>N</b>	
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"> <li>• <i>Physical access</i></li> <li>• <i>Format of information</i></li> <li>• <i>Time of interview or consultation event</i></li> <li>• <i>Personal assistance</i></li> <li>• <i>Interpreter</i></li> <li>• <i>Induction loop system</i></li> <li>• <i>Independent living equipment</i></li> <li>• <i>Content of interview</i></li> </ul>	Y	N	
12b	What existing evidence (either presumed or otherwise) do you have for this?	<p>Residents with mobility, sensory, or mental health conditions may struggle with access arrangements, communication formats, or temporary decanting.</p> <p>Case records show access difficulties among mobility-impaired and housebound residents.</p>		
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?	<p>No differential impact identified.</p> <p>Maintain confidentiality and dignity in all communications.</p>		
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, particularly in sheltered schemes, may face greater disruption during asbestos works and may require tailored communication and assistance.		

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?	No differential impact identified. Religious or cultural sensitivities will be considered during engagement.		
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 differential impact identified. Confidentiality in engagement will be maintained.		
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 differential impact identified.		
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 new mothers may face increased risk of health harm from exposure; additional safeguards and temporary relocation options will be provided.		
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	

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	None of the identified impacts can be justified. They must be mitigated through reasonable adjustments, accessible communication, and targeted support.
21	How will you mitigate any potential discrimination that may be brought about by your policy or project that you have identified above?	<p><b>Accessible Communication</b></p> <ul style="list-style-type: none"> <li>- Translate key documents into the top resident languages.</li> <li>- Provide interpreter or telephone translation service.</li> <li>- Ensure website and print content meet accessibility standards.</li> </ul> <p><b>Vulnerable Resident Protocol</b></p> <ul style="list-style-type: none"> <li>- Record vulnerability indicators and preferred communication needs (with consent).</li> <li>- Coordinate with Housing Neighbourhoods and Social Care to support access and welfare.</li> </ul> <p><b>Reasonable Adjustments</b></p> <ul style="list-style-type: none"> <li>- Offer flexible appointment times and relocation support.</li> <li>- Provide support officers from Tenancy Sustainment for vulnerable or disabled residents.</li> </ul> <p><b>Contractor and Staff Training</b></p> <ul style="list-style-type: none"> <li>- Ensure contractors receive Equality Diversity and Inclusion, safeguarding, and vulnerable resident awareness training.</li> <li>- Require competency accreditation.</li> </ul> <p><b>Resident Engagement and Feedback</b></p> <ul style="list-style-type: none"> <li>- Develop and maintain a resident engagement strategy.</li> <li>- Use TACT and tenant panels to co-design accessible communications, where practicable.</li> </ul> <p><b>Monitoring and Reporting</b></p> <ul style="list-style-type: none"> <li>- Track equality-related KPIs around EDI delivery.</li> </ul> <p>Review equality data quarterly.</p>		

22	Do any negative impacts that you have identified above impact on your service plan?	Y	<b>N</b>	Equality actions (communication, vulnerable resident engagement, and data integration) will be embedded in the Housing Service Plan under compliance and resident engagement priorities.
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Signed by completing officer	Paul Salter
Signed by Service Manager	Darren Smith
Corporate Head of Service	