

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 compliant received in the last 12 months relating to LOLER.
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	There are slight concerns about the technical nature of this policy and how this is then disseminated amongst the teams and wider affected parties. Access to properties has been highlighted in the past to be an issue with carrying out such works.
5	Does any accessible data regarding the area which your work will address identify any areas of	No	No equality-related data concerns identified, but continued monitoring of access refusals and vulnerable resident data will inform reviews.

		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	Experience managing compliance has informed this approach — especially on access, safeguarding, and resident communications.
7	Are there any other issues that you think will be relevant?	Yes	Challenges may arise in coordinating inspections across sheltered housing and communal areas where access requires advance resident communication. Specialist contractors may also face scheduling conflicts due to high demand, requiring proactive planning.

Section 2 - Your EqlA 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 ensure the safe use, maintenance, and inspection of all lifting equipment within Winchester City Council housing and communal buildings in accordance with the Lifting Operations and Lifting Equipment Regulations 1998. The policy aims to prevent injury, ensure equipment integrity, and promote compliance through planned inspection, testing, and staff training.
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"> - Increased tenant and resident satisfaction - Reduction in complaints or maladministration

		<ul style="list-style-type: none"> - Enhanced compliance with the Equality Act 2010 and Regulator of Social Housing standards - Better identification and mitigation of discrimination risks - Data-driven continuous improvement - Timely remediation and re-inspection to maintain compliance - Improved recording, monitoring and reporting (TSMs / regulator)
7	What factors/forces could contribute or detract from the outcomes?	<ul style="list-style-type: none"> - Resource/funding availability - Data quality and resident access cooperation - Contractor capacity and competence - Regulatory or insurance changes
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?	Property Services Lead Property Services – Building Safety Manager

		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	

10b	What existing evidence (either presumed or otherwise) do you have for this?	Residents with limited English proficiency may have difficulty understanding inspection notices, safety instructions, or consent documentation.		
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.		
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> <p><i>Physical access</i></p> <p><i>Format of information</i></p> <p><i>Time of interview or consultation event</i></p> <p><i>Personal assistance</i></p> <p><i>Interpreter</i></p> <p><i>Induction loop system</i></p> <p><i>Independent living equipment</i></p> <p><i>Content of interview)</i></p>	Y	N	
12b	What existing evidence (either presumed or otherwise) do you have for this?	Residents with mobility, sensory, or respiratory impairments could be disproportionately affected by lift failures, maintenance visits, or relocation needs. Records show instances of home access challenges requiring additional support.		
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 known or anticipated differential impact.		
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?	Good housing performance data and repairs access records will support this function. Older residents, especially in sheltered housing, are more likely to depend on lifts and may be at greater risk from service interruptions or unsafe equipment.		
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. No direct impacts identified; any cultural requirements can be addressed via resident liaison.		
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 direct or indirect impacts identified.		
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 direct impact expected.		
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 may face higher risk from environmental hazards during works (dust, noise, temporary relocation). Procedures must include special safeguards and communication.		
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	For race, disability, age, and pregnancy/maternity, if communication, access, or safety mitigations are not effectively applied.

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	These impacts must be mitigated through reasonable adjustments and proactive communication.
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). - 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. - Review equality data quarterly. 		
22	Do any negative impacts that you have identified above impact on your service plan?	Y	N	Resource planning, training, and monitoring processes must incorporate equality mitigations and reporting metrics.

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