

APPENDIX 3

EQUALITY ANALYSIS (EA)

POLICY/PROPOSAL:	Award of Repairs and Maintenance Contracts
DEPARTMENT:	Partnerships, Housing and Resident Services
TEAM:	Property Services
LEAD OFFICER:	Ryan Collymore
DATE:	16/01/25

NB: Please ensure you have read the accompanying EA guidance and instructions in full.

SECTION A – INITIAL SCREENING

1. Please provide a description of the policy, proposal, change or initiative, and a summary its objectives and the intended results.

The award of the repairs and maintenance contracts ensures Brent Council can execute their duties under the Section 11, Landlord and Tenants Act 1985. The contracts will also ensure that Council assets are maintained and high-quality services are provided to residents.

2. Who may be affected by this policy or proposal?

- Council tenants and leaseholders
- Brent Council staff
- Contractors

3. Is there relevance to equality and the council's public sector equality duty? Please explain why. If your answer is no, you must still provide an explanation.

There is no real relevance to equality in regard to the Repairs and Maintenance Contract. The Council is obligated to ensure that contractors undertake repairs to all occupied properties and blocks within the housing stock. Contractors will attend properties as requested regardless of who lives there. All contractors will be expected to work in line with Brent's Equality Strategy.

4. Please indicate with an "X" the potential impact of the policy or proposal on groups with each protected characteristic. Carefully consider if the proposal will impact on people in different ways as a result of their characteristics.

Characteristic	Impact Positive	Impact Neutral/None	Impact Negative
Age		X	
Sex		X	
Race		X	
Disability *		X	
Sexual orientation		X	
Gender reassignment		X	
Religion or belief		X	
Pregnancy or maternity		X	
Marriage		X	

5. Please complete **each row** of the checklist with an "X".

Screening Checklist

	YES	NO
Have you established that the policy or proposal <i>is</i> relevant to the council's public sector equality duty?		X
Does the policy or proposal relate to an area with known inequalities?		X
Would the policy or proposal change or remove services used by vulnerable groups of people?		X
Has the potential for negative or positive equality impacts been identified with this policy or proposal?		X

If you have answered YES to ANY of the above, then proceed to section B.

If you have answered NO to ALL of the above, then proceed straight to section D.

SECTION B – IMPACTS ANALYSIS

1. Outline what information and evidence have you gathered and considered for this analysis. If there is little, then explain your judgements in detail and your plans to validate them with evidence. If you have monitoring information available, include it here.

The tender documents have been assessed to enable this assessment to be made.

2. For each “protected characteristic” provide details of all the potential or known impacts identified, both positive and negative, and explain how you have reached these conclusions based on the information and evidence listed above. Where appropriate state “not applicable”.

AGE

Details of impacts identified	Not applicable
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DISABILITY

Details of impacts identified	Not applicable
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RACE

Details of impacts identified	Not applicable
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SEX

Details of impacts identified	Not applicable
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SEXUAL ORIENTATION

Details of impacts identified	Not applicable
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PREGANCY AND MATERNITY

Details of impacts identified	Not applicable
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RELIGION OR BELIEF

Details of impacts identified	Not applicable
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GENDER REASSIGNMENT

Details of impacts identified	Not applicable
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MARRIAGE & CIVIL PARTNERSHIP

Details of impacts identified	Not applicable
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3. Could any of the impacts you have identified be unlawful under the Equality Act 2010?

No

4. Were the participants in any engagement initiatives representative of the people who will be affected by your proposal and is further engagement required?

Not required.

5. Please detail any areas identified as requiring further data or detailed analysis.

No areas identified

6. If, following your action plan, negative impacts will or may remain, please explain how these can be justified?

N/A

7. Outline how you will monitor the actual, ongoing impact of the policy or proposal?

Any negative effects on particular groups will be identified through several methods of resident feedback including transactional customer satisfaction surveys, complaints and tenant satisfaction measures.

SECTION C - CONCLUSIONS

Based on the analysis above, please detail your overall conclusions. State if any mitigating actions are required to alleviate negative impacts, what these are and what the desired outcomes will be. If positive equality impacts have been identified, consider what actions you can take to enhance them. If you have decided to justify and continue with the policy despite negative equality impacts, provide your justification. If you are to stop the policy, explain why.

SECTION D – RESULT

Please select one of the following options. Mark with an "X".

A	CONTINUE WITH THE POLICY/PROPOSAL UNCHANGED	X
B	JUSTIFY AND CONTINUE THE POLICY/PROPOSAL	
C	CHANGE / ADJUST THE POLICY/PROPOSAL	
D	STOP OR ABANDON THE POLICY/PROPOSAL	

SECTION E - ACTION PLAN

This will help you monitor the steps you have identified to reduce the negative impacts (or increase the positive); monitor actual or ongoing impacts; plan reviews and any further engagement or analysis required.

Action	Expected outcome	Officer	Completion Date

SECTION F – SIGN OFF

Please ensure this section is signed and dated.

OFFICER:	Ryan Collymore, Head of Housing Property Services 16/01/24
REVIEWING OFFICER:	
OPERATIONAL DIRECTOR:	Spencer Randolph, Director of Housing Services