

EQUALITY IMPACT ASSESSMENT (EIA)

POLICY/PROPOSAL:	Building Safety Compliance Policies (Fire Safety, Gas Safety, Mechanical & Electrical Services, Asbestos and Water Safety)
DEPARTMENT:	Resident and housing Services
TEAM:	Property Services (Compliance)
LEAD OFFICER:	Rheanna Swan
DATE:	04 September 2026

EIA Guidance is available online, please reach out to equality@brent.gov.uk for any further support.

SECTION A – SCREENING

1. Briefly and clearly describe the policy, proposal, change, or initiative, and what it is trying to achieve.

The building safety policies outline the Council's approach to safe and compliant management of Fire, Gas, Water, Asbestos and Mechanical & Electrical services to ensure resident safety in their homes. The policies form the Council's wider Building Safety Strategy and demonstrate compliance with Building Safety and Health & Safety obligations.

2. Are there any groups who may be impacted by your proposal? For reference, Q4 lists all protected groups.

The policies have been developed to ensure and improve resident safety. However, some protected characteristic groups need extra consideration to ensure they are not negatively impacted when implementing the policies, such as those who may struggle with evacuations, providing property access and understanding safety information.

3. If no groups are affected, explain why.

N/A

4. Mark with an "X" the potential impact of the policy or proposal on different groups. You can mark more than one box for each group.

Characteristic	IMPACT		
	Positive	Neutral/None	Negative
Age - People of different age groups.	X		
Care Experience - People who have been in care for any period of their childhood.	X		
Disability - People with physical, sensory, learning, and mental health disabilities, long-term conditions, and non-visible disabilities.	X		
Gender reassignment - Transgender and non-binary people, including anyone who is proposing to, started, or who has completed a process to change their gender.	X		
Marriage and Civil Partnership - Applies mainly in the workplace, people who are married or in a civil partnership.	X		
Pregnancy and Maternity - People who are pregnant, on maternity leave, or new parents.	X		
Race and Ethnicity - People of different ethnicity, nationality, and skin colour.	X		X
Religion or belief - People of all faiths, and those with no religious belief.	X		
Sex - Differences between men and women, including disparities in pay, career progression, and health outcomes.	X		
Sexual Orientation - People who identify as lesbian, gay, bisexual, queer, asexual, or any other non-heterosexual identity.	X		
Socio-Economic Status – People who are experiencing poverty or socio-economic disadvantage.	X		

Other relevant groups* <i>[replace this text and specify where appropriate]</i>			
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* Other relevant groups could include Carers, Refugees or Asylum Seekers, Veterans, among others. Review the EIA Guidance for more information.

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

SCREENING CHECKLIST		
	YES	NO
Does the policy or proposal have implications for eliminating discrimination, advancing equality of opportunity, or fostering good relations among different groups?		x
Does it relate to an area with known inequalities?		x
Would it add, change, or remove services used by any groups listed in Q4?		x
Does it have negative or positive equality impacts on any groups listed in Q4?	x	
If you have answered YES to ANY of the above, proceed to section B. If you have answered NO to ALL the above, proceed straight to section C.		

SECTION B – IMPACTS ANALYSIS

6. What data and evidence have you used to understand potential impacts? This could include service user data where relevant. If there is little or no evidence, explain why, and note any plans to improve data collection in future, adding this to the Action Plan in Section E.

As part of the policy making process, the council undertook consultation with Brent residents, through the Council's 'Have Your Say' consultation page, to understand if any part of the policies needed to be improved or made clearer. The consultation period ran from 21st April 2026 until 31st May 2026.

Feedback from the consultation highlighted some concerns that the policies had been written with technical terminology that the residents found difficult to understand. To help mitigate this, the service has created a reader-friendly Building Safety Tenant Guide to sit alongside the policies.

The data the Council holds on the protected characteristics of its tenants currently has significant gaps; however, the Quality Assurance & Standards and Resident Data Teams are working to improve EDI data collection in Housing Services.

7. For each characteristic:
- Provide detail for the impact listed in the response to Q4 in the left-hand box.
 - Provide data and evidence to explain how you reached your conclusion in the right-hand box.
- Relevant data sources for Brent and its residents can be found in the EIA Guidance document.

Age	
Provide detail for the impact listed in Q4.	Provide supporting data and evidence.
<p>The policies are expected to have a positive impact across all groups as they are designed to protect resident safety in their homes.</p> <p>More elderly residents may be affected by procedures such as evacuations and providing access to the property for assessments/ inspections. However, this would be managed through Personal Emergency Evacuation Plans (PEEPs) and risk assessments carried out.</p>	<p>2021 Census: data and resources Brent Open Data</p>

Care Experience	
Provide detail for the impact listed in Q4.	Provide supporting data and evidence.

The policies are expected to have a positive impact across all groups as they are designed to protect resident safety in their homes.	2021 Census: data and resources Brent Open Data
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Disability	
Provide detail for the impact listed in Q4.	Provide supporting data and evidence.
<p>The policies are expected to have a positive impact across all groups as they are designed to protect resident safety in their homes.</p> <p>Residents with disabilities could be affected by procedures such as evacuations and providing access to the property for assessments/ inspections. However, this would be managed through Personal Emergency Evacuation Plans (PEEPs) and risk assessments carried out.</p>	2021 Census: data and resources Brent Open Data

Gender Reassignment	
Provide detail for the impact listed in Q4.	Provide supporting data and evidence.
The policies are expected to have a positive impact across all groups as they are designed to protect resident safety in their homes.	2021 Census: data and resources Brent Open Data

Marriage and Civil Partnership	
	Provide supporting data and evidence.
The policies are expected to have a positive impact across all groups as they are designed to protect resident safety in their homes.	2021 Census: data and resources Brent Open Data

Pregnancy and Maternity

Provide detail for the impact listed in Q4.	Provide supporting data and evidence.
The policies are expected to have a positive impact across all groups as they are designed to protect resident safety in their homes.	2021 Census: data and resources Brent Open Data

Race and Ethnicity	
Provide detail for the impact listed in Q4.	Provide supporting data and evidence.
<p>Brent is a very diverse borough and for many residents English is not the main language used at home. In these circumstances they may struggle to understand the policies, creating a negative impact.</p> <p>A tenant guide to building safety has been created to sit alongside the policies to make the information more reader friendly and less technical. However, further consideration will be necessary around making the policies and guide accessible in alternative languages before this impact can be reduced.</p>	2021 Census - Ethnicity topic report

Religion or Belief	
Provide detail for the impact listed in Q4.	Provide supporting data and evidence.
The policies are expected to have a positive impact across all groups as they are designed to protect resident safety in their homes.	2021 Census: data and resources Brent Open Data

Sex	
Provide detail for the impact listed in Q4.	Provide supporting data and evidence.
The policies are expected to have a positive impact across all groups as they are designed to protect resident safety in their homes.	2021 Census: data and resources Brent Open Data

Sexual Orientation	
Provide detail for the impact listed in Q4.	Provide supporting data and evidence.
The policies are expected to have a positive impact across all groups as they are designed to protect resident safety in their homes.	2021 Census: data and resources Brent Open Data

Socio-Economic Status	
Provide detail for the impact listed in Q4.	Provide supporting data and evidence.
The policies are expected to have a positive impact across all groups as they are designed to protect resident safety in their homes.	2021 Census: data and resources Brent Open Data

Other Relevant Groups	
Provide detail for the impact listed in Q4.	Provide supporting data and evidence.

8. Summarise any engagement activities with relevant groups (this may replicate some of the information listed in Q7). State whether those involved represent the people affected by your proposal, or whether more engagement is needed, which should be added to the Action Plan in Section E.

The council undertook consultation with Brent residents, through the Council's 'Have Your Say' consultation page, to understand if any parts of the policy need to be improved or made clearer. The consultation period ran from 21 st April 2026 until 31 st May 2026.

9. Provide more detail on any areas identified as requiring further data or detailed analysis.

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SECTION C – CONCLUSIONS

10. Summarise your overall conclusions based on the analysis:

- If there are no impacts, state that here, and **do not complete sections E or G.**
- If you decide not to move forward, explain why, and **do not complete sections E or G.**
- If there are negative impacts, explain what you'll do to reduce them. If you choose to continue despite negative impacts, or if negative impacts remain following your action plan, provide a justification for your decision.
- If there are positive impacts, explain how these could be strengthened, where possible.

The assessment concludes that the draft Fire, Gas, Electrical, Water and Asbestos Safety Policies are intended to improve the safety of all residents and are therefore expected to have an overall positive impact across the protected characteristic groups. Where there may have been potential negative impact for residents who are elderly or disabled around procedures such as evacuations and inspections, these have been considered in the policies and measures to manage these are in place.

The service has created a Building Safety Tenant Guide, as a more reader friendly document for tenants, to mitigate any concern of the language used in the policies being too technical, as raised during consultation.

As noted, the policies could negatively impact those residents whose main language is not English. This impact can be reduced through improving accessibility and offering alternative languages when implementing the policies and building safety guide.

SECTION D - RESULT

Select one of the following options with an "X".		
A	CONTINUE WITH THE POLICY/PROPOSAL UNCHANGED	
B	JUSTIFY AND CONTINUE THE POLICY/PROPOSAL	X
C	CHANGE/ADJUST THE POLICY/PROPOSAL	
D	STOP OR ABANDON THE POLICY/PROPOSAL	

SECTION E - ACTION PLAN AND MONITORING

Unless your proposal has no equality impacts or you are not moving forward, complete the table below to track specific actions to:

- Reduce negative impacts and increase positive outcomes.
- Monitor actual or ongoing impacts.
- Record plans to improve data collection.

- Plan any further engagement or analysis that may be required.

Use the 'Status' column on the right to indicate whether the action is yet to start, is in progress, or has been completed.

Issue Identified	Action	Lead Officer	Completion Date	Status
Limited EDI data held on tenants within the Housing Service, making it harder to identify and evidence protected characteristics.	Workstreams are in progress within the QA Team and Resident Data Team to improve collection of this data.	Rheanna Swan	On-going, completion date not yet known	Started
Policies and building safety tenant guide may not be accessible to those residents where English is not their main language.	Need to look into making policies more accessible in alternative languages.	Engagement Team	When policies are implemented	Not started

11. Describe how you will monitor the actual, ongoing impact of the policy or proposal?

The impact of the Building Safety Compliance Policies will be monitored through regular reviewing of compliance performance, PEEPs, risk assessments, cases of no access for inspections and resident feedback received through engagement. Accessibility of the policies will also be monitored and improved where necessary.

The ongoing improvements to our EDI data collection will also strengthen the Councils ability to identify and monitor vulnerabilities, as well as enhancing data held on protected characteristics across the housing service.

The policies will be formally reviewed on a regular basis, or sooner where legislative, regulatory, operational or equality considerations indicate changes are required.

SECTION F – SIGN OFF

	Signature	Date
Officer:	Rheanna Swan	04 September 2026

Reviewing Officer or Head of Service	Jodi Cooper	10 September 2026
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SECTION G – REVIEW

EIAs are live documents and should be reviewed regularly, especially if there are actions still to be completed or if the proposal has significant equality impacts.

When to review

- Review every 6 months until all actions in the Action Plan above are complete.
- If new data, feedback, or changes to the service arise, revisit the EIA to make sure it's still accurate.

Who should review

- The same officer who completed the EIA should carry out the review. If there's been a staffing change, the new lead officer should take over.

What to update

- Use the Status column in the Action Plan above to show progress (e.g. Not Started, In Progress, Completed). Add comments and updates in the table below — include any new data, evidence, or feedback.

When reviews can stop

- Once all actions are complete and no further equality impacts are expected, you can stop reviewing the EIA.
- Add rows to the table below as necessary until all actions are completed.

<u>Date of 1st Review:</u>	
Officer:	
Comment on progress toward specific actions, and provide any data and evidence updates:	
Reviewing Officer or Head of Service:	
<u>Date of 2nd Review:</u>	
Officer:	
Comment on progress toward specific actions, and provide any data and evidence updates:	
Reviewing Officer or Head of Service:	
<u>Date of 3rd Review:</u>	

Officer:	
Comment on progress toward specific actions, and provide any data and evidence updates:	
Reviewing Officer or Head of Service:	