

Equality Impact Assessment Screening Tool

Equality Impact Assessments help the Council to comply with its public sector duty under the Equality Act 2010 to have due regard to equality implications. EIAs also help services to be customer focussed, leading to improved service delivery and customer satisfaction.

The Council understands that whilst its equalities duty applies to all services, it is going to be more relevant to some decisions than others. We need to ensure that the detail of Equality Impact Assessments (EIAs) are proportionate to the impact of decisions on the equality duty, and that in some cases a full EIA is not necessary.

This tool assists services in determining whether plans and decisions will require a full EIA. It should be used on all new policies, projects, functions, staff restructuring, major development or planning applications, or when revising them.

Full guidance on the Council's duties and EIAs and the full EIA template is available at [Equality Impact Assessments](#).

Proposal/Project/Policy Title	Fire Door Replacements – Tranche 2	
Service Area	My Place	
Officer completing the EIA Screening Tool	Terry Wood	
Head of Service	Tony Wiggins – Head of Property Management & Capital Delivery	
Date	26/06/2023	
Brief Summary of the Proposal/Project/Policy Include main aims, proposed outcomes, recommendations/decisions sought.	The capital works project is for the replacement of fire rated doors within four high-rise blocks. The obvious risk that fire doors prevent the spread of fire and smoke which could lead to a serious “Grenfell” type incident leading to loss of life and possible prosecution of the Council and individual officers.	
Protected characteristic	Impact	Description
Age	Positive impact (L)	The overall impact of this project for this protected characteristic will be positive as it will protect all residents from the risk of fires. The installation of fire doors will provide fire and smoke protection for a minimum of 30 minutes meeting current building

		<p>regulations and requirements of the Fire Safety Act. This time is considered adequate for all residents to escape the building but particularly those residents' escorting children, or elderly. The doors can also be unlocked from the inside by using a simple thumb screw mechanism avoiding the need to find keys to unlock the door and facilitating easy escape.</p>
Disability	Positive impact (L)	<p>The overall impact of this project for this protected characteristic will be positive as it will protect all residents from the risk of fires.</p> <p>The installation of fire doors will provide fire and smoke protection for a minimum of 30 minutes meeting current building regulations and requirements of the Fire Safety Act. This time is considered adequate for all residents to escape the building but particularly those residents with disabilities/mobility problems, or people confused in the emergency. The doors can also be unlocked from the inside by using a simple thumb screw mechanism avoiding the need to find keys to unlock the door and facilitating easy escape.</p>
Gender re-assignment	Not applicable (N/A)	<p>Based on the evidence, it is not anticipated that the policy will have a negative impact relating to this protected characteristic. The overall impact of this project for this protect characteristic will be positive as it will protect all residents from the risk of fires.</p>
Marriage and civil partnership	Not applicable (N/A)	<p>Based on the evidence, it is not anticipated that the policy will have a negative impact relating to this protected characteristic. The overall impact of this project for this protect characteristic will be positive as it will protect all residents from the risk of fires.</p>
Pregnancy and maternity	Not applicable (N/A)	<p>Based on the evidence, it is not anticipated that the policy will have a negative impact relating to this protected</p>

		characteristic. The overall impact of this project for this protect characteristic will be positive as it will protect all residents from the risk of fires.
Race	Not applicable (N/A)	Based on the evidence, it is not anticipated that the policy will have a negative impact relating to this protected characteristic. The overall impact of this project for this protect characteristic will be positive as it will protect all residents from the risk of fires.
Religion	Not applicable (N/A)	Based on the evidence, it is not anticipated that the policy will have a negative impact relating to this protected characteristic. The overall impact of this project for this protect characteristic will be positive as it will protect all residents from the risk of fires.
Sex	Not applicable (N/A)	Based on the evidence, it is not anticipated that the policy will have a negative impact relating to this protected characteristic. The overall impact of this project for this protect characteristic will be positive as it will protect all residents from the risk of fires.
Sexual orientation	Not applicable (N/A)	Based on the evidence, it is not anticipated that the policy will have a negative impact relating to this protected characteristic. The overall impact of this project for this protect characteristic will be positive as it will protect all residents from the risk of fires.
Socio-Economic Disadvantage^[1]	Not applicable (N/A)	Based on the evidence, it is not anticipated that the policy will have a negative impact relating to this protected characteristic. The overall impact of this project for this protect characteristic will be positive as it will protect all residents from the risk of fires.
How visible is this service/policy/project/proposal to the general public?		High visibility to the general public (H)
What is the potential risk to the Council's reputation?		High risk to reputation (H)

Consider the following impacts – legal, financial, political, media, public perception etc	
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If your answers are mostly H and/or M = **Full EIA to be completed**

If after completing the EIA screening process you determine that a full EIA is not relevant for this service/function/policy/project you must provide explanation and evidence below.

The Equality Impact Assessment screening process has been completed.

It is proposed that the following wording is added to the procurement strategy report being presented to procurement subgroup on 03/07/23.

The Equality Impact Assessment screening process has been completed and acknowledged by the Strategy Team. It has been determined that a full EIA is not needed for these works.

^[1] Socio-Economic Disadvantage is not a protected characteristic under the Equality Act. London Borough of Barking and Dagenham has chosen to include Socio-Economic Disadvantage as best practice.