

Record of Equality and Rights Impact Assessment

Reference Number: 2016SFC24

Part 1: Background and Information

(a) **Background Details** - Please list ERIA background details:

ERIA Title and Summary Description	Fire & Security Including Concierge and Low rise door entry Fire/ Intruder Alarms Fire Suppression and Sprinkler Systems CCTV		
Service Area	Division	Head of Service	Service Area Reference No.
SfC	Housing & Regeneration	Cathy King	SfC/Housing&Regen/Housing Asset Management.

(b) **What is being impact assessed?** Describe the different policies or services (i.e. decisions, projects, programmes, policies, services, reviews, plans, functions or practices that relate to the Corporate ERIA Title):

Policies and Services	Date ERIA commenced
Including Concierge and Low rise door entry responsive repair	May 2015
Fire/ Intruder Alarms maintenance and responsive repair	May 2015
Fire Suppression and Sprinkler Systems installation maintenance and responsive repair	May 2015
CCTV maintenance and responsive repair	May 2015

(c) **ERIA Team** - Please list all ERIA Team Members:

Name	Organisation / Service Area
1 Phil Webb	SfC - HAM
2. Donna O'Donnell	SfC - HAM
3.	
4.	

Part 2: Evidence and Impact Assessment

(a) Evidence Base – Please record the evidence used to support the ERIA. Any identified evidence gaps can be recorded at part 3(i). Please allocate an abbreviation for each piece of evidence.

Evidence	Abbreviation
1.	
2..	
3.	
4.	

(b) Rights Impact Assessment – Summary - Please describe all the identified enhancements and infringements of rights against the following ten areas of rights. Please also consider issues of poverty and health inequality within each area of rights:

Life	Health	Physical Security	Legal Security	Education and Learning	Standard of Living	Productive and Valued Activities	Individual, Family and Social Life	Identity, Expression and Respect	Participation, Influence and Voice
yes	yes	yes	yes		yes				

Please indicate alongside each identified enhancement or infringement the relevant policy or service (see Section 1b) and relevant evidence (see Section 2a).

Summary of Enhancements of Rights
<p>Delivering a four year program to maintain existing Fire and Security installations including Door Entry, Fire and Intruder Alarms, Fire Suppression and Sprinkler systems and CCTV, in communal areas of multi story blocks, low rise, concierge offices and homeless hostels within the City..</p> <p>Life, Health, Physical and legal Security & Standard of Living:- The existing installations protect CEC employees, tenants and the general public in common areas of multi story blocks, low rise, concierge offices and homeless hostels and reduce the risk of fire and injury due to anti social behavior and crime.</p>
Summary of Infringement of Rights. Can these infringements be justified? Are they proportional?
There are no infringements to rights.

(c) Equality Impact Assessment – Summary - Please consider all the protected characteristics when answering questions 1, 2 and 3 below. Please also consider the issues of poverty and health inequality within each protected characteristic:

Age	Disability	Gender Identity	Marriage / Civil partnership	Pregnancy Maternity	Race	Religion/ Belief	Sex	Sexual Orientation
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1. Please describe all the positive and negative impacts on the duty to eliminate unlawful discrimination, harassment or victimisation. Please indicate alongside each identified impact the relevant policy or service (see Section 1b) and relevant evidence (see Section 2a).

Positive Impacts
Positively impacting on the reduction of the potential risk of anti social behavior and eliminating the risk of harassment or victimization. And protects property and human life from fire.
Negative Impacts
None

2. Please describe all the positive and negative impacts on the duty to advance equality of opportunity (i.e. by removing or minimising disadvantage, meeting the needs of particular groups that are different from the needs of others and encouraging participation in public life)? Please indicate alongside each identified impact the relevant policy or service (see Section 1 b) and relevant evidence (see Section 2 a).

Positive Impacts
Ensure all protected characteristic to feel safer and more confident in the common areas of their blocks and encourage fuller participation in community life.
Negative Impacts
None

3. Please describe all the positive and negative impacts on the duty to foster good relations (i.e. by tackling prejudice and promoting understanding)? Please indicate alongside each identified impact the relevant policy or service (see Section 1 b) and relevant evidence (see Section 2 a).

Positive Impacts
Improving and protecting the environment of communal areas will foster good relations between neighbors.
Negative Impacts
None

Part 3: Evidence Gaps, Recommendations, Justifications and Sign Off

(i) Evidence Gaps - Please list all relevant evidence gaps and action to address identified gaps.

Evidence Gaps	Action to address gaps
1.	
2.	
3.	
4.	
5.	

(ii) Recommendations - Please record SMART recommendations to (i) eliminate unlawful practice or infringements of absolute rights, (ii) justify identified infringements of rights or (iii) mitigate identified negative equality impacts.

Recommendation	Responsibility of (name required)	Timescale
1.		
2.		
3.		
4.		
5.		

(iii) Sign Off - I, the undersigned, am content that: (i) the ERIA record represents a thorough and proportionate ERIA analysis based on a sound evidence base, (ii) the ERIA analysis gives no indication of unlawful practice or violation of absolute rights, (iii) the ERIA recommendations are proportionate and will be delivered, (iv) the results of the ERIA process have informed officer or member decision making, (v) that the record of ERIA has been published on the Council’s website / intranet or (vi) that the ERIA record has been reviewed and re-published.

Date	Sign Off (print name and position)	Reason for Sign Off (please indicate which reason/s from list (i) to (vi) above)
October 2014	Phil Webb, Senior Electrical Manager	i, ii, ii, iv,
October 2014	Donna O’Donnell, Diversity Officer	i, ii, ii, iv,