

Diversity impact assessment

TITLE Asbestos Management Plan Policy
Name / description of the issue being assessed

DATE 19th February 2018
Date the DIA is completed

LEAD OFFICER Katherine Bishop - Business Development Officer
Name, title and dept of person responsible for carrying out the DIA.

1 Summary description of the proposed change

- *What is the change to policy / service / new project that is being proposed?*
- *How does it compare with the current situation?*

The Asbestos Management Plan Policy details the approach that will be adopted by Medway Council with regard to the day to day management of asbestos in the council housing stock, and any sites or operations which fall under the responsibility of the Housing Revenue Account service of the council. Housing Services maintains and repairs the council's domestic premises in accordance with current legislation, ensuring the council's statutory duties are met. The policy has been reviewed and updated to reflect current legislation.

To meet this aim, Medway Council will;

- Assign specific responsibility for managing asbestos risks in Medway's retained housing stock
- Establish procedures for managing asbestos in all such premises.

2 Summary of evidence used to support this assessment

- *Eg: Feedback from consultation, performance information, service user records etc.*
- *Eg: Comparison of service user profile with Medway Community Profile*

The Control of Asbestos at Work Regulations 2012, regulation 4 brings a specific duty to manage the risk from asbestos containing materials in non domestic premises. All common areas of domestic council properties fall within the scope of this legislation.

To comply with this legislation, Medway Council, acting as the duty holder, has adopted a pro-active approach to asbestos and its control in order to ensure the safety of the council staff, contractors, tenants and anyone else who may be affected by the councils undertakings in this regard. The aim is to ensure that Medway Council has effective arrangements for managing asbestos in Medway's retained housing stock, including communal and ancillary areas such as garages and brick built sheds.

Medway council owns 3017 socially rented properties across Brompton, Twydall, Gillingham and Rainham.

As of 29.01.2018 there were 206 leaseholders.

Leaseholders who live in Medway	Leaseholders who do not live in Medway (but in UK)	Leaseholders who live abroad.
186	16	4

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3 What is the likely impact of the proposed change?

Is it likely to:

- Adversely impact on one or more of the protected characteristic groups?
- Advance equality of opportunity for one or more of the protected characteristic groups?
- Foster good relations between people who share a protected characteristic and those who don't?

(insert ✓ in one or more boxes)

Protected characteristic groups	Adverse impact	Advance equality	Foster good relations
Age	✓		
Disability	✓		
Gender reassignment			
Marriage/civil partnership			
Pregnancy/maternity			
Race	✓		
Religion/belief			
Sex			
Sexual orientation			
Other (eg low income groups)			

4 Summary of the likely impacts

- Who will be affected?
- How will they be affected?

This policy will be applied to all residents equally, but whilst not specifically targeted at any protected characteristic it is recognised that some aspects could adversely impact on some of the groups.

Asbestos works are required in order to ensure the Health and Safety of tenants and the general public, although there may be some residents that do not wish to give us access to the property and may be opposed to Asbestos works being carried out in the home. The elderly, residents with a disability or households with young children, may feel additional anxiety about the works being completed in the home.

Some groups who are unable to read written English can initially be disadvantaged, if material is not available in the appropriate format.

5 What actions can be taken to mitigate likely adverse impacts, improve equality of opportunity or foster good relations?

- Are there alternative providers?
- What alternative ways can the Council provide the service?
- Can demand for services be managed differently?

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In order to mitigate some of the negative impacts of this policy the following actions will be implemented.

Asbestos Register

Staff will be given access to the online web based asbestos register

Medway Council has in place an online web based system for the asbestos register which is located using URL:<http://88.208.233.93:8080/AlphaTracker/login.a5w>

A key contact is also in place for enquiries regarding the asbestos register.

Additional hard copies of the asbestos register site specific to our 8 homes for independent living schemes will be left on site in the scheme manager's office. A further hard copy will be held in the emergency planning box.

Consultations with tenants

Medway council will provide details of any asbestos survey of the property, and will make tenants/building occupiers aware of the possible presence of asbestos materials. If this information is not available, a management asbestos survey will be commissioned as appropriate.

Medway Council hold profiling information of tenants and leaseholders, and will ensure that documentation produced will be in the appropriate format for the resident. Medway Council can offer information translated, Braille or taped versions of the document. In some instances an interpretation service or other person can give the pertinent information in verbal format.

Data available from previous works can be analysed to provide an indication of future needs.

Guidance has been issued to tenants on general asbestos awareness as publicised in the Welcome Pack, HRA Service leaflets – Asbestos in your home, articles published online in Housing Matters magazine. Advice is available via the telephone by contacting Medway's Housing Repairs Team.

Consultation with Staff

This policy will be applied to all staff equally

- Briefing sessions will be held for all relevant staff regarding the Asbestos Management Policy. All technical and trades staff employed by the council will be required to attend asbestos awareness training seminars. In addition, contractors employed by the council will also be required to attend asbestos awareness seminars, typically delivered at toolbox talks.
- Labelling will be undertaken of ACM's in certain situations, as per the policy.
- Asbestos Awareness training will be given to operatives and managers.
- The Asbestos Management Plan Policy will be monitored and reviewed.
- As detailed in the Asbestos Management Plan Policy, all maintenance staff and contractors will be provided with details of any known asbestos materials in their area of work. This will be achieved by the use of the asbestos register which where applicable will be available of operatives PDA's.

Age or Disability

People with breathing conditions may be more susceptible to illnesses caused by asbestos. Additional controls implemented the Management of Asbestos Risks Policy may reduce the risk of exposure to asbestos fibres. Younger people may take more risks/not understand the risks and therefore the policy will provide clear guidance.

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6 Action plan

- *Actions to mitigate adverse impact, improve equality of opportunity or foster good relations and/or obtain new evidence*

Action	Lead	Deadline or review date
Hold briefing sessions will be held for all relevant staff regarding the Asbestos Management Policy.	Deputy Head of Housing/ Contracts Manager	April 2018
Monitor complaints to identify any negative trends with regards to the Asbestos Management Plan Policy.	Deputy Head of Housing/ Contracts Manager	November 2018

7 Recommendation

The recommendation by the lead officer should be stated below. This may be:

- *to proceed with the change, implementing the Action Plan if appropriate*
- *consider alternatives*
- *gather further evidence*

If the recommendation is to proceed with the change and there are no actions that can be taken to mitigate likely adverse impact, it is important to state why.

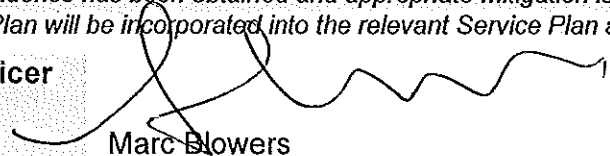
To proceed with the implementation of the Asbestos Management Action Plan.

8 Authorisation

The authorising officer is consenting that:

- *the recommendation can be implemented*
- *sufficient evidence has been obtained and appropriate mitigation is planned*
- *the Action Plan will be incorporated into the relevant Service Plan and monitored*

Authorising Officer



Marc Blowers
Head of Housing Management

Date

6 - 11 - 18

Contact your Performance and Intelligence hub for advice on completing this assessment

RCC: phone 2443 email: annamarie.lawrence@medway.gov.uk
 C&A: (Children's Social Care) contact your normal P&I contact
 C&A (all other areas): phone 4013 email: chrismckenzie@medway.gov.uk
 BSD: phone 2472/1490 email: corppl@medway.gov.uk
 PH: phone 2636 email: david.whiting@medway.gov.uk

Send completed assessment to the Corporate Performance & Intelligence Hub (CPI) for web publication (corppl@medway.gov.uk)