Diversity impact assessment

<table>
<thead>
<tr>
<th>TITLE</th>
<th>Name / description of the issue being assessed</th>
<th>Asbestos Management Policy</th>
</tr>
</thead>
<tbody>
<tr>
<td>DATE</td>
<td>Date the DIA is completed</td>
<td>6th January 2020</td>
</tr>
<tr>
<td>LEAD OFFICER</td>
<td>Name, title and dept of person responsible for carrying out the DIA.</td>
<td>Aisling Sims – Policy and Partnership Manager</td>
</tr>
</tbody>
</table>

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 Policy was due to be reviewed and has been updated to ensure that it reflects the current process. There have been no significant policy changes. Some parts of the policy have been removed and updated to streamline the

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

Number of properties: = 2996

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)

<table>
<thead>
<tr>
<th>Protected characteristic groups (Equality Act 2010)</th>
<th>Adverse impact</th>
<th>Advance equality</th>
<th>Foster good relations</th>
</tr>
</thead>
<tbody>
<tr>
<td>Age</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Disability</td>
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<td></td>
<td></td>
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<tr>
<td>Gender reassignment</td>
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<td></td>
<td></td>
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<tr>
<td>Marriage/civil partnership</td>
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<td></td>
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<tr>
<td>Pregnancy/maternity</td>
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</table>

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<table>
<thead>
<tr>
<th>Race</th>
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</thead>
<tbody>
<tr>
<td>Religion/belief</td>
<td></td>
</tr>
<tr>
<td>Sex</td>
<td></td>
</tr>
<tr>
<td>Sexual orientation</td>
<td></td>
</tr>
<tr>
<td>Health</td>
<td>✓</td>
</tr>
</tbody>
</table>

4 Summary of the likely impacts

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

It has not been identified that this policy will have a negative impact on any protected characteristic. The policy will be applied generically to all of our tenants. Tenure and occupancy types and Medway Council staff involved in gas servicing duties including contractors and sub contractors working on the Council’s behalf.

This policy is in place to protect the health and well being of our contractors and residents. There would likely be negative impacts on resident’s health without having this policy in place.

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

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

The Council will consult affected occupants (e.g. employees, tenants, etc.) on any work to be undertaken to remove ACM’s, including the duration and method of work. The Council will use profiling information to contact occupants in an appropriate format (i.e. telephone, email, letter, or through translation/sign language services, if required).

Complaints will be monitored to identify any trends and this DIA may need review if any negative trends are identified.

6 Action plan

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

<table>
<thead>
<tr>
<th>Action</th>
<th>Lead</th>
<th>Deadline or review date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Monitor Complaints to identify any negative trends with regards to the Asbestos policy.</td>
<td>Policy and Partnership</td>
<td>Ongoing</td>
</tr>
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</table>

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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 revised policy.

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

Assistant Director
MarK Breathwick
Head of Housing

Date
January 2020

Contact your Performance and Intelligence hub for advice on completing this assessment
RCC:
C&A (Children’s Social Care):
C&A (all other areas):
BSD:
PH:
phone 2443
phone 4013
phone 2472/1490
phone 2636
email: annamarie.lawrence@medway.gov.uk
call your usual P&I contact
e-mail: jackie.brown@medway.gov.uk
call your usual P&I contact
e-mail: corppi@medway.gov.uk
call your usual P&I contact
e-mail: david.whiting@medway.gov.uk