

Dacorum BC Community Impact Assessment (CIA) Template

Policy / service / decision

Building Safety Policy

Description of what is being impact assessed

What are the aims of the service, proposal or project? What outcomes do you want to achieve? What are the reasons for the proposal or change? Do you need to reference/consider any related projects?

Stakeholders; Who will be affected? Which protected characteristics is it most relevant to? Consider the public, service users, partners, staff, Members, etc.

It is advisable to involve at least one colleague in the preparation of the assessment, dependent on likely level of impact

Dacorum Borough Council (DBC) are committed to providing a safe place to live for our residents and a safe place to work for our staff and contractors. To ensure this we will implement all aspects of The Building Safety Act and deliver a “Best Practice” approach to the management of our buildings and fire safety assets that are critical to managing the buildings.

The Building Safety Policy clarifies how we will ensure compliance with current legislation and regulatory requirements whilst taking in to account vulnerable residents who live in or visit our buildings.

Evidence

What data/information have you used to assess how this policy/service/decision might impact on protected groups?

(Include relevant national/local data, research, monitoring information, service user feedback, complaints, audits, consultations, CIAs from other projects or other local authorities, etc.). You should include such information in a proportionate manner to reflect the level of impact of the policy/service/decision.

Targeted resident engagement events have focused on the buildings in scope of the Building Safety Policy and bespoke resident engagement strategies have been developed to reflect the requirements of the residents in each building. Communications can be presented in an alternative language and all homes were visited in person. This information will be stored on the Housing MRI IT system to influence future consultation and communications.

Who have you consulted with to assess possible impact on protected groups? *If you have not consulted other people, please explain why? You should include such information in a proportionate manner to reflect the level of impact of the policy/service/decision.*

Safe Homes Team
 Strategy, Quality and Assurance Team
 Asset Management Team
 Corporate Health and Safety Team
 Housing Services Leadership Team
 Strategic Leadership Team
 Local Councillors

Residents have also been engaged to explain the impact of the Building Safety Act and how they can communicate directly with the Council on all matters relating to Building Safety

Analysis of impact on protected groups (and others)

The Public Sector Equality Duty requires Dacorum BC to eliminate discrimination, advance equality of opportunity and foster good relations with protected groups. Consider how this policy/service/decision will achieve these aims. Using the table below, detail what considerations and potential impacts against each of these using the evidence that you have collated and your own understanding. Based on this information, make an assessment of the likely outcome, **before** you have implemented any mitigation.

- *The PCs of Marriage and Civil Partnership and Pregnancy and Maternity should be added if their inclusion is relevant for impact assessment.*
- *Use “insert below” menu layout option to insert extra rows where relevant (e.g. extra rows for different impairments within Disability).*

Summary of impact		Negative impact / outcome	Neutral impact / outcome	Positive impact / outcome
Protected group	<i>What do you know? What do people tell you? Summary of data and feedback about service users and the wider community/public. Who uses / will use the service? Who doesn't / can't and why? Feedback/complaints?</i>			

Age	Some service users may not want communication electronically. Due consideration needs to be given to alternative or more traditional forms of communication where applicable. When requested telephone calls and written communication can be the primary form of communication	□	⊗	□
Disability (physical, intellectual, mental)	Any disability may affect how the tenant interprets or receives communications with the Council – this could impact on access to the property to undertake inspections, resident engagement or compliance visits. When aware of the disability or contact needs we will tailor our communication and service delivery accordingly. Therefore adaptations on service delivery will be in place when appropriate	□	⊗	□
Disability (physical, intellectual, mental)	Residents will need to be aware of their responsibilities and how to access a Person Centred Fire Risk Assessment. This in turn will result in an enhanced service to protect the safety of the resident. Self-referrals can also increase the reactivity of partnering organisations in the event of a fire	□	□	⊗
Gender reassignment	All residents will be treated equally when implementing this policy	□	⊗	□
Race and ethnicity	Potential language barriers if English is not first language or understood. We will signpost Language Line if appropriate and provide communication in multiple languages where possible/required. Data we receive following resident engagement events will be used to alter communications where required	□	⊗	□

Religion or belief	There may be occasions when access is limited due to religious events or celebrations. Staff will be aware of religious events and flexible servicing appointments/engagement events. Data we receive following resident engagement events will be used to alter access attempts where required	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Sex	All residents will be treated equally when implementing this policy	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Sexual orientation	No impact	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Not protected characteristics but consider other factors, e.g. carers, care leavers, etc.	People in employment/study may not be able to provide access during normal working hours (9-5 Mon-Fri) – Tenancy Agreement requires tenant to provide access during these times, given reasonable notice. We will try to be flexible when making appointments or arranging engagement events	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Negative impacts / outcomes action plan				
Where you have ascertained that there will potentially be negative impacts / outcomes, you are required to mitigate the impact of these. Please detail below the actions that you intend to take.				
Action taken/to be taken <i>(copy & paste the negative impact / outcome then detail action)</i>	Date	Person responsible	Action complete	
Age – Due consideration needs to be given to alternative or more traditional forms of communication where applicable. When requested	01/04/2024	Safe Homes Manager	<input checked="" type="checkbox"/>	

telephone calls and written communication can be the primary form of communication			
Disability – When aware of the disability or contact needs we will tailor our communication and service delivery accordingly. Therefore adaptations on service delivery will be in place when appropriate	01/04/2024	Safe Homes Manager	<input checked="" type="checkbox"/>
Race/Ethnicity – We will signpost Language Line if appropriate and provide communication in multiple languages where possible/required. Data we receive following resident engagement events will be used to alter communications where required	01/04/2024	Safe Homes Manager	<input checked="" type="checkbox"/>
Religion or belief – Staff will be aware of religious events and flexible servicing appointments/engagement events. Data we receive following resident engagement events will be used to alter access attempts where required	01/04/2024	Safe Homes Manager	<input checked="" type="checkbox"/>
If negative impacts / outcomes remain, please provide an explanation below.			
N/A			
Completed by (all involved in CIA)	Ricky Lang		
Date	25 January 2024		

Signed off by (<i>AD from different Directorate if being presented to SLT / Cabinet</i>)	Matt Rawdon
Date	26 January 2024
Entered onto CIA database - date	TBA
To be reviewed by (officer name)	Ricky Lang
Review date	25 January 2026