

# Equalities Impact Assessment Report 2020

## Progress made and items already addressed

### General

Ensure all staff working on the refurbishment have an understanding of zero-tolerance policy towards harassment

### General

Ensure all residents receive information about works and extent of works, are communicated with re dates and point contacts should things go wrong

### Race

Ensure that all information about the programmes is available in appropriate languages and formats

### Race

Ensure that the specifications for the internal refurb do not contain any items that represent a form of indirect discrimination

### Race

Ensure all residents have language requirements met and translations done where necessary

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### Age

To reduce the risk of harming the respiratory health of our vulnerable residents, the LWNT should brief contractors on the need to minimise any dust or pollution from the works whenever possible. If necessary, mask should be provided

### Disability

Ensure residents are fully aware of the changes that will take place to ease anxieties of residents, particularly those with Autism

### General

Ensure all residents have equal say in the design of the refurbishment

# Outstanding recommendation items

## Progress since last programme board meeting

Disability	Disability	Religion	Sex, Gender & Sexual Orientation	Age
<p>Ensure all contractors are briefed re taking care in the homes of those with mobility issues</p>	<p>Set up respite facilities that account for people to socialise, rest, pray and be accessible to those who have disabilities or are older adults</p>	<p>Brief contractors on the cultural norms of different faiths to ensure that they are aware of the appropriate way to conduct themselves and communicate with residents of certain faiths in their homes</p>	<p>Ensure that LWNT collects information on tenants to find out the number of trans, married, pregnant, LGBTQ+ residents on the LW estate</p>	<p>To reduce the risk of elderly or younger residents being put in danger by the works taking place in their homes or around the estate, clear signage of any hazardous areas should be displayed.</p>
<p>Addressed</p>	<p>In progress</p>	<p>In progress</p>	<p>Addressed</p>	<p>In progress</p>
<p>Update: Mobilisation meetings complete notifying of specific item. Refurbishment Delivery and Performance manager has notified all contractors in writing of the care that must be taken around this issue following the mobilisation meeting</p>	<p>Update:</p>	<p>Update: Refurbishment lead set plan to create a piece of collateral that can be given to contractors as part of contractors pack.</p>	<p>Update: Survey data being collected through RLO survey in internal refurb process. CEX manager has new objective to increase collection of data on resident calls. We collect this information during new sign ups/ if the information is offered at any point when the resident interacts HM or NA. This type of information will also be collected by the visiting officers when they return to face to face visits.</p>	<p>Update: Integrated into mobilisation meeting with three new contractors. Signage in use for voids and internal refurbishment programme. Design team to consider proposals that allow safe and fast installation processes. Consider off-site, short duration and minimal noise and access requirements. Decant and respite needs and offerings to be identified and coordinated with RBKC.</p>