



Equality & Health Impact Assessment (EqHIA)

Document control

Title of activity:	New Lift Construction at: Beehive Court Garrick House Ravenscourt Grove
Lead officer:	James Johnson: Senior Project Manager
Approved by:	Joanne Budden
Date completed:	11 November 2024
Scheduled date for review:	N/A

Did you seek advice from the Corporate Policy & Diversity team?	Yes
Did you seek advice from the Public Health team?	No
Does the EqHIA contain any confidential or exempt information that would prevent you publishing it on the Council's website?	No

1. Equality & Health Impact Assessment Checklist

About your activity

1	Title of activity	<p>New Lift Construction at:</p> <p>Beehive Court Garrick House Ravenscourt Grove</p>		
2	Type of activity	Construction work		
3	Scope of activity	<p>The construction of new lifts at two-storey sheltered schemes as follows:</p> <p>Beehive Court – four new lifts Garrick House – two new lifts Ravenscourt Grove – three new lifts</p> <p>These lifts will be entirely new and will be housed in small extensions to the buildings.</p>		
4a	Are you changing, introducing a new, or removing a service, policy, strategy or function?	Yes	If the answer to <u>any</u> of these questions is 'YES', please continue to question 5.	If the answer to <u>all</u> of the questions (4a, 4b & 4c) is 'NO', please go to question 6.
4b	Does this activity have the potential to impact (either positively or negatively) upon people (9 protected characteristics)?	Yes		
4c	Does the activity have the potential to impact (either positively or negatively) upon any factors which determine people's health and wellbeing?	Yes		
5	If you answered YES:	Please complete the EqHIA in Section 2 of this document. Please see Appendix 1 for Guidance.		
6	If you answered NO:	N/A		

Completed by:	James Johnson – Senior Project Manager
Date:	11 November 2024

2. The EqHIA – How will the strategy, policy, plan, procedure and/or service impact on people?

Background/context:

Concerns had been raised historically by residents at various Sheltered Housing Users Team (SHOUT) meetings on each scheme to provide upper floor access. Following a review of Sheltered Housing provision an undertaking was made to investigate how access could be provided to all sheltered housing accommodation for those with limited mobility; specifically, how access could be provided to bedrooms on the upper floors of existing schemes. Specialist design consultants were appointed to investigate the feasibility options and design the works to tender stage. An Executive Decision was approved to tender the works.

Planning consent was required for these works and has been granted.

Building regulations approval has been applied for and is expected to be obtained from Havering Building Control department on completion, subject to further design information being supplied to them as work progresses.

The design and construction of the works will comply with all relevant UK law.

The works were tendered by the Procurement team through Havering’s Fusion tendering portal in accordance with the Public Contract Regulations and Havering’s Contract Procedure Rules and the tendering process was approved as satisfactory by the Procurement Gateway Review Group on 9th May 2024.

In addition to constructing the specified works the contractor will be required to deliver social value in accordance with the commitments in their tender.

The contract between Havering and the building contractor will be in the form of a JCT Intermediate Contract with contractor’s design 2016 with some Havering specific amendments. This is a commonly used form of contract for construction projects in the UK.

The JCT Contract role of ‘Contract Administrator’ will be undertaken by ECD Architects who are the architect for the works. Butler and Young lift engineering consultants have been and will continue to be involved throughout the project until completion. The quantity surveyor for the works is and will continue to be Keegans until completion.

The contract will include a requirement for the contractor to provide maintenance and servicing for the duration of the 12 months ‘Defects Period’ which follows completion of the works.

The Housing Compliance Team, who manage the maintenance of Havering housing lifts, have been consulted with regards to these works and put in place provisions to budget for the future maintenance of these new lifts after the end of the ‘Defects Period’.

The Residents and staff at the sheltered schemes have been consulted with regard to the works and will continue to be consulted before, during and after the works are completed. This is important, not only to ensure that the project provides for their needs and delivers what was intended, but also to ensure their lives are not excessively disrupted whilst the lifts are being constructed.

Who will be affected by the activity?

People that live in or visit the blocks.

**Expand box as required*

Protected Characteristic - Age: Consider the full range of age groups

Please tick (✓) the relevant box:

Positive	<input checked="" type="checkbox"/>
Neutral	<input type="checkbox"/>
Negative	<input type="checkbox"/>

Overall impact:

All residents are elderly and/or vulnerable. There will be noise and disruption. We will assess any special needs that the residents have and ensure they are not disadvantaged during the works.

**Expand box as required*

Evidence:

1. Resident and management consultation on the following dates:
 - a. December 2020 – to review proposed plans prior to submitting for planning
 - b. October 2023 – to review proposed plans prior to seeking tenders for the works

**Expand box as required*

Sources used:

N/A

**Expand box as required*

Protected Characteristic - Disability: Consider the full range of disabilities; including physical mental, sensory and progressive conditions	
<i>Please tick (✓) the relevant box:</i>	
Positive	<input checked="" type="checkbox"/>
Neutral	<input type="checkbox"/>
Negative	<input type="checkbox"/>
Overall impact: All residents are elderly and/or vulnerable. There will be noise and disruption. We will assess any special needs that the residents have and ensure they are not disadvantaged during the works. <p style="text-align: right;"><i>*Expand box as required</i></p>	
Evidence: 1. Resident and management consultation on the following dates: a. December 2020 – to review proposed plans prior to submitting for planning b. October 2023 – to review proposed plans prior to seeking tenders for the works <p style="text-align: right;"><i>*Expand box as required</i></p>	
Sources used: N/A <p style="text-align: right;"><i>*Expand box as required</i></p>	

Protected Characteristic - Sex/gender: Consider both men and women	
<i>Please tick (✓) the relevant box:</i>	
Positive	<input type="checkbox"/>
Neutral	<input checked="" type="checkbox"/>
Negative	<input type="checkbox"/>
Overall impact: The works envisaged will be neutral with regards impact by sex/gender. <p style="text-align: right;"><i>*Expand box as required</i></p>	
Evidence: N/A <p style="text-align: right;"><i>*Expand box as required</i></p>	
Sources used: N/A <p style="text-align: right;"><i>*Expand box as required</i></p>	

Protected Characteristic - Ethnicity/race: Consider the impact on different ethnic groups and nationalities		
<i>Please tick (✓) the relevant box:</i>		Overall impact: The works envisaged will be neutral with regards impact by ethnicity/race. <i>*Expand box as required</i>
Positive	<input type="checkbox"/>	
Neutral	<input checked="" type="checkbox"/>	
Negative	<input type="checkbox"/>	
Evidence: N/A <i>*Expand box as required</i>		
Sources used: N/A <i>*Expand box as required</i>		

Protected Characteristic - Religion/faith: Consider people from different religions or beliefs including those with no religion or belief		
<i>Please tick (✓) the relevant box:</i>		Overall impact: The works envisaged will be neutral with regards impact by religion/faith. <i>*Expand box as required</i>
Positive	<input type="checkbox"/>	
Neutral	<input checked="" type="checkbox"/>	
Negative	<input type="checkbox"/>	
Evidence: N/A <i>*Expand box as required</i>		
Sources used: N/A <i>*Expand box as required</i>		

Protected Characteristic - Sexual orientation: Consider people who are heterosexual, lesbian, gay or bisexual

<i>Please tick (✓) the relevant box:</i>		Overall impact: The works envisaged will be neutral with regards impact by sexual orientation.
Positive	<input type="checkbox"/>	
Neutral	<input checked="" type="checkbox"/>	
Negative	<input type="checkbox"/>	

**Expand box as required*

Evidence:

N/A

**Expand box as required*

Sources used:

N/A

**Expand box as required*

Protected Characteristic - Gender reassignment: Consider people who are seeking, undergoing or have received gender reassignment surgery, as well as people whose gender identity is different from their gender at birth

<i>Please tick (✓) the relevant box:</i>		Overall impact: The works envisaged will be neutral with regards impact on gender reassignment.
Positive	<input type="checkbox"/>	
Neutral	<input checked="" type="checkbox"/>	
Negative	<input type="checkbox"/>	

**Expand box as required*

Evidence:

N/A

**Expand box as required*

Sources used:

N/A

**Expand box as required*

Protected Characteristic - Marriage/civil partnership: Consider people in a marriage or civil partnership

<i>Please tick (✓) the relevant box:</i>		Overall impact: The works envisaged will be neutral with regards impact on marriage/civil partnership. <i>*Expand box as required</i>
Positive	<input type="checkbox"/>	
Neutral	<input checked="" type="checkbox"/>	
Negative	<input type="checkbox"/>	

Evidence:

N/A

**Expand box as required*

Sources used:

N/A

**Expand box as required*

Protected Characteristic - Pregnancy, maternity and paternity: Consider those who are pregnant and those who are undertaking maternity or paternity leave

<i>Please tick (✓) the relevant box:</i>		Overall impact: The works envisaged will be neutral with regards impact on pregnancy. <i>*Expand box as required</i>
Positive	<input type="checkbox"/>	
Neutral	<input checked="" type="checkbox"/>	
Negative	<input type="checkbox"/>	

Evidence:

N/A

**Expand box as required*

Sources used:

N/A

**Expand box as required*

Socio-economic status: Consider those who are from low income or financially excluded backgrounds

<i>Please tick (✓) the relevant box:</i>		Overall impact: The works envisaged will be neutral with regards impact on socio-economic status.
Positive	<input type="checkbox"/>	
Neutral	<input checked="" type="checkbox"/>	
Negative	<input type="checkbox"/>	

**Expand box as required*

Evidence:

N/A

**Expand box as required*

Sources used:

N/A

**Expand box as required*

Health & Wellbeing Impact: Consider both short and long-term impacts of the activity on a person's physical and mental health, particularly for disadvantaged, vulnerable or at-risk groups. Can health and wellbeing be positively promoted through this activity? Please use the Health and Wellbeing Impact Tool in Appendix 2 to help you answer this question.

<i>Please tick (✓) all the relevant boxes that apply:</i>		Overall impact: The Construction (Design and Management) Regulations will apply to these works. These regulations require health and safety risks to be
Positive	<input checked="" type="checkbox"/>	

Neutral		properly managed. Risk assessments will be undertaken and measures implemented in order to comply with these regulations.
Negative		<p>During the works there will be some inconvenience, mostly dust and noise. The residents will be consulted and measures will be taken to ensure these issues are managed so that there are no unreasonably negative impacts.</p> <p>After the works have been completed the lifts will improve the ability of those with mobility issues to get about the buildings.</p>
<p>Evidence:</p> <ol style="list-style-type: none"> 1. Resident and management consultation on the following dates: <ol style="list-style-type: none"> a. December 2020 – to review proposed plans prior to submitting for planning b. October 2023 – to review proposed plans prior to seeking tenders for the works <p>These consultations provided an opportunity for residents to raise concerns and for these concerns to be noted so that mitigation measures could be considered and implemented.</p> <p style="text-align: right;"><i>*Expand box as required</i></p>		
<p>Sources used:</p> <p>N/A</p> <p style="text-align: right;"><i>*Expand box as required</i></p>		

3. Outcome of the Assessment

The EqHIA assessment is intended to be used as an improvement tool to make sure the activity maximises the positive impacts and eliminates or minimises the negative impacts. The possible outcomes of the assessment are listed below and what the next steps to take are:

Please tick (✓) what the overall outcome of your assessment was:

✓	1. The EqHIA identified <u>no significant concerns</u> OR the identified <u>negative concerns</u> have already been <u>addressed</u>	➔	Proceed with implementation of your activity
	2. The EqHIA identified some <u>negative impact</u> which still needs to be <u>addressed</u>	➔	COMPLETE SECTION 4: Complete action plan and finalise the EqHIA
	3. The EqHIA identified some <u>major concerns</u> and showed that it is <u>impossible to diminish negative impacts</u> from the activity to an acceptable or even lawful level	➔	Stop and remove the activity or revise the activity thoroughly . Complete an EqHIA on the revised proposal.

4. Action Plan

The real value of completing an EqHIA comes from the identifying the actions that can be taken to eliminate/minimise negative impacts and enhance/optimize positive impacts. In this section you should list the specific actions that set out how you will address any negative equality and health & wellbeing impacts you have identified in this assessment. Please ensure that your action plan is: more than just a list of proposals and good intentions; sets ambitious yet achievable outcomes and timescales; and is clear about resource implications.

Protected characteristic / health & wellbeing impact	Identified Negative or Positive impact	Recommended actions to mitigate Negative impact* or further promote Positive impact	Outcomes and monitoring**	Timescale	Lead officer
Age	Positive	<ol style="list-style-type: none"> 1. Resident consultation 2. Consultation with managers with particular regard to residents' vulnerabilities. 	Action will depend on the findings from the resident consultation and consultation with managers.	Prior to the commencement of works on site and in follow-up period.	James Johnson
Disability	Positive	<ol style="list-style-type: none"> 1. Resident consultation 2. Consultation with managers with particular regard to residents' vulnerabilities. 	Action will depend on the findings from the resident consultation and consultation with managers.	Prior to the commencement of works on site and in follow-up period.	James Johnson
Sex / Gender	Neutral	No additional actions	N/A	N/A	James Johnson
Ethnicity / Race	Neutral	No additional actions	N/A	N/A	James Johnson
Religion / Faith	Neutral	No additional actions	N/A	N/A	James Johnson
Sexual orientation	Neutral	No additional actions	N/A	N/A	James Johnson

Gender reassignment	Neutral	No additional actions	N/A	N/A	James Johnson
Marriage / Civil partnership	Neutral	No additional actions	N/A	N/A	James Johnson
Pregnancy, maternity, paternity	Neutral	No additional actions	N/A	N/A	James Johnson
Socio – economic	Neutral	No additional actions	N/A	N/A	James Johnson
Health & wellbeing	Positive	<ol style="list-style-type: none"> 1. Resident consultation 2. Consultation with managers with particular regard to residents' vulnerabilities. 	Action will depend on the findings from the resident consultation and consultation with managers.	Prior to the commencement of works on site and in follow-up period.	James Johnson

5. Review

In this section you should identify how frequently the EqHIA will be reviewed; the date for next review; and who will be reviewing it.

Review: To be conducted with the Sheltered Housing service review cycles.

Scheduled date of review: Refer to Sheltered Housing service review cycles.

Lead Officer conducting the review: Sharon Nunn