**Equality Impact Assessment - Full Assessment Form**

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| *Title of the strategy, policy, procedure or project:* | | Legionella policy |
| *Service Area:* | Housing | |
| *Lead Officer:* | Jason Dhesi | |
| *Date of assessment:* | July 2025 |
| *Is the strategy, policy, procedure or project:* | |  |
| Changed | X |
| New | 🞎 |

**Section 1 – Clear aims and objectives**

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| **1.** What is the aim of the strategy, policy, procedure or project? |
| **The purpose of this Policy is to:**  South Derbyshire District Council (SDDC) will meet all legislative and regulatory requirements in relation to Legionella safety management in residential premises.  This Policy outlines the arrangements that SDDC has in place to manage legionella risks to protect employees, tenants, contractors, and others who may work on, occupy, visit, or use its premises, or who may be affected by its activities.  This policy is supported by Legionella Procedures and Guidance.  This Policy will be reviewed annually by the Head of Housing and the Senior Management Team. All revisions will be communicated to all relevant staff by the Regulatory & Governance Officer. |
| **2.** Who is intended to benefit from the strategy, policy, procedure or project and how? |
| This Policy describes how we intend to minimise the risk of failures and any Legionella risk failures within SDDC Properties for our residents.  Legionella risk assessments will be conducted on all communal hot and cold-water systems and all void domestic properties. Any identified risks and actions arising from the risk assessments will be completed within recommended timescales will be mitigated by implementing an appropriate ‘scheme of control’ identified by the assessment. Risk assessments will be reviewed bi annually.  It also details how the service will protect residents, staff, contractors, and visitors in our homes.  The benefits of this policy are for our residents, staff, contractors, and the public as this will keep anybody living or visiting our properties safe. |
| **3.** What outcomes do you want to achieve? |
| To outline the roles and responsibilities as a landlord and building owner,  Ensure that the policy details the requirements imposed by relevant legislation.  Additionally, it specifies any actions taken beyond the legal minimum to achieve best practices, including a statement of intent, programme details, and record-keeping methods.  It addresses how we will ensure that programmes are delivered with high quality by competent professionals and how assurance will be gained |
| **4.** What barriers exist for both the Council and the groups/people with protected characteristics to enable these outcomes to be achieved? |
| To ensure that the budgets are there in order to undertake these works,  Monitor the contractors that these works have been contracted to for Quality and Competency |
| **5.** Any other relevant background information |
| This is one of the main 6 compliance areas so need to ensure that all access can be made in order to obtain 100% inspection/surveys |

**Section 2 – Collecting your information**

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| **6.** What existing data sources do you have to assess the impact of the *strategy, policy, procedure or project*?  South Derbyshire equality data can be found [*here*](http://www.southderbyshire.gov.uk/equality-diversity-and-inclusion/equality-data) |
| We have asset data held in Lifespan, where it confirms what we have, the condition and its likely replacement.  We have details of our residents which allow us to see if there are any specific needs for them to manage evacuation/safety checks in their homes.  We have details about our staff to ensure that they are capable of performing their duties and with the ongoing changes in legislation we can ensure that any extra and further training is needed. |

**Section 3 – Additional engagement activities**

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| **7.** Please list any additional engagement activities undertaken when developing the proposal and completing this assessment. Have those who are anticipated to be affected by the strategy, policy, procedure or project been consulted with? | | |
| Date | Activity | Main findings |
| Ongoing | Consultation with Residents | Following ongoing consultation with residents they are kept informed of the action the SDDC are taking and the responses that we are working on for the inspections of any reported failures. |

**Section 4 – What is the impact?**

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| **8. Summary of anticipated impacts.** *Please tick at least one option per protected characteristic. Think about barriers people may experience in accessing services, how the policy is likely to affect the promotion of equality, knowledge of customer experiences to date. You may need to think about sub-groups within categories e.g. older people, younger people, people with hearing impairment etc.* ***Hyperlinks to supporting information about the protected characteristics listed below can be found*** [***here***](file:///C:\Users\richa\AppData\Local\Microsoft\Olk\Attachments\ooa-da097f91-2810-4206-8a70-8098fb900736\b87ed0049d7d8b900e82ea866789a7c657bf51dac77946d123099587d7edbe2e\3%20Definitions%20to%20support%20the%20Equality%20Impact%20Assessment%20Forms.docx)***.*** | | | | | | | | | | | | | | | | | | |
|  | | | | | | | | | | | | Positive impact | | Negative impact | | No disproportionate impact | | |
| Age | | | | | | | | | | | | 🞎 | | 🞎 | | X | | |
| Disability and long-term conditions | | | | | | | | | | | | X | | 🞎 | | 🞎 | | |
| Gender reassignment | | | | | | | | | | | | 🞎 | | 🞎 | | X | | |
| Marriage or civil partnership | | | | | | | | | | | | 🞎 | | 🞎 | | X | | |
| Pregnant women and people on parental leave | | | | | | | | | | | | 🞎 | | 🞎 | | X | | |
| Sexual orientation | | | | | | | | | | | | 🞎 | | 🞎 | | X | | |
| Race | | | | | | | | | | | | 🞎 | | 🞎 | | X | | |
| Religion or belief | | | | | | | | | | | | 🞎 | | 🞎 | | X | | |
| Sex (Gender) | | | | | | | | | | | | 🞎 | | 🞎 | | X | | |
| **8** | | **Details of anticipated negative impacts.** | | | | | | | | | | | | | | | |
|  | *Negative impact:* | | | | n/a | | | n/a | | | | | | | | | |
| *Mitigating action:* | | | | None | | | None | | | | | | | | | |
| 🞎Age | | 🞎Disability | | | 🞎Marriage or civil partnership | | | 🞎Pregnancy and maternity | 🞎Sex (Gender) | | | 🞎Sexual orientation | | 🞎Gender reassignment | 🞎Race | 🞎Religion or belief |
| **9. Have all negative impacts identified in the table above been mitigated against with appropriate action?** | | | | | | | | | | | | | | | | | | | |
| 🞎 *Yes* | | | | 🞎 *No* | | | X N/A | | | | *If no, please explain why:* | | | | | | | | |

**Section 5 – Recommendations and monitoring**

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| **10. How has the EIA helped to shape the strategy, policy, procedure, project or affected the recommendation or decision?** |
| The consultation with residents and staff has contributed to the completion of this policy. |

**Section 6 Approval**

Please note the assessment should be reviewed and approved by the appropriate Head of Service **before** the Committee report (if required) is produced.

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| Reviewed by Head of Service | Name: | Jason Dhesi - Head of Housing |
| Date: | 22/07/2025 |

If further information regarding this assessment is required, please contact the Lead Officer who completed the assessment.