

Equality Impact Assessment - Full Assessment Form

<i>Title of the strategy, policy, procedure or project:</i>	Housing Asbestos Safety Policy
<i>Service Area:</i>	Housing
<i>Lead Officer:</i>	Mario Preite
<i>Date of assessment:</i>	27/02/2026
<i>Is the strategy, policy, procedure or project:</i>	
<i>Changed</i>	☐
<i>New</i>	×

Section 1 – Clear aims and objectives

1. What is the aim of the strategy, policy, procedure or project?

The aim of the policy is for the Council to meet our legal obligations in relation to Asbestos. This covers asbestos surveys and removals. It defines the roles and responsibilities within the organisation, along with the steps we need to take to ensure we meet our legal duties.

2. Who is intended to benefit from the strategy, policy, procedure or project and how?

Internal employees and contractors. For understanding of their duties in relation to asbestos safety and awareness. Keeping operatives, both internal and external safe from possible asbestos illnesses.

Managers. To understand their obligations to keep our staff, contractors and residents safe.

Residents. To keep the properties safe and routinely monitored. Ensuring operatives work in a safe and controlled manner.

3. What outcomes do you want to achieve?

- *The aim is to ensure all staff and contractors employed by the Council are aware of their duties for asbestos safety and awareness.*
- *Roles and responsibilities are clearly defined.*
- *To ensure we have a register of where asbestos exists.*
- *Training needs and requirements are met.*
- *Communication with internal, external and residents is correct and appropriate.*
- *Clear process to manage asbestos in accordance with the current regulations.*

4. What barriers exist for both the Council and the groups/people with protected characteristics to enable these outcomes to be achieved?

- *Budget limitations*
- *Resource*
- *Time*
- *Access to information*

5. Any other relevant background information

This covers the ongoing asbestos surveying and removal programmes.

Section 2 – Collecting your information

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](#)

Current stock and resident profiles, along with contractors' details.

Use of software solutions, both internally and with our contractors.

Section 3 – Additional engagement activities

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
N/A	N/A	N/A

Section 4 – What is the impact?

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.](#)*

	Positive impact	Negative impact	No disproportionate impact
Age	☐	☐	×
Disability and long-term conditions	☐	☐	×
Gender reassignment	☐	☐	×
Marriage or civil partnership	☐	☐	×
Pregnant women and people on parental leave	☐	☐	×
Sexual orientation	☐	☐	×
Race	☐	☐	×
Religion or belief	☐	☐	×
Sex (Gender)	☐	☐	×

8	Details of anticipated <u>negative</u> impacts.								
a)	Negative impact:		None						
	Mitigating action:		N/A						
	☐ Age ☐ Disability ☐ Marriage or civil partnership ☐ Pregnancy and maternity ☐ Sex (Gender) ☐ Sexual orientation ☐ Gender reassignment ☐ Race ☐ Religion or belief								
b)	Negative impact:								
	Mitigating action:								
	☐ Age ☐ Disability ☐ Marriage or civil partnership ☐ Pregnancy and maternity ☐ Sex (Gender) ☐ Sexual orientation ☐ Gender reassignment ☐ Race ☐ Religion or belief								
c)	Negative impact:								
	Mitigating action:								

	☐ Age	☐ Disability	☐ Marriage or civil partnership	☐ Pregnancy and maternity	☐ Sex (Gender)	☐ Sexual orientation	☐ Gender reassignment	☐ Race	☐ Religion or belief
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9. Have all negative impacts identified in the table above been mitigated against with appropriate action?			
☐ Yes	☐ No	× N/A	<i>If no, please explain why:</i>

Section 5 – Recommendations and monitoring

10. How has the EIA helped to shape the strategy, policy, procedure, project or affected the recommendation or decision?
<i>A review of the EIA was undertaken before developing the Policy, and will be reviewed before any further reviews or amendments.</i>

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.

Reviewed by Head of Service	Name:	Jason Dhesi
	Date:	05/03/2026

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