

**Kent County Council  
Equality Analysis/ Impact Assessment (EqIA)**

**Directorate/ Service: Infrastructure**

**Name of decision, policy, procedure, project or service:**  
Asbestos Management Policy

**Responsible Owner/ Senior Officer:** Rebecca Spore

**Version:** 1 – First EIA

**Author:** Mark Duggan (Gen2 Property Ltd)

**Pathway of Equality Analysis:** CMT/DMT – review by Rebecca Spore

**Summary and recommendations of equality analysis/impact assessment.**

- **Context**

KCC have in place an Asbestos Management policy which determines the manner in which asbestos containing materials will be treated, managed and or dealt with within KCC buildings. In effect this is an operational management policy which is specifically designed to minimise or eliminate the potential Health & Safety impacts arising from the presence of asbestos within the fabric of KCC's buildings.

- **Aims and Objectives**

To determine whether the revised policy would have an impact on any member of staff, the public or contractors workforce, which unfairly discriminates or disadvantages them in the context of the equalities act.

- **Summary of equality impact**

The Asbestos policy has no day-to-day impact on any user of a building other than protect them from the potential harmful effects of asbestos. It primarily sets out a framework (Process and procedure) against which contractors must conduct their activities, in order to eliminate exposure (usually arising from the disturbance of Asbestos containing materials already present). Adherence to the policy provides the same level of protection for all building users and no impacts have been identified that would adversely affect one group more than any other.

**Adverse Equality Impact Rating** **Low**

**Attestation**

I have read and paid due regard to the Equality Analysis/Impact Assessment concerning the KCC Asbestos policy. I agree with risk rating and the actions to mitigate any adverse impact(s) that has /have been identified.

**Head of Service**

Signed:

Name:

Job Title:

Date:

Updated 06/06/2018

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**DMT Member**

Signed:

Name:

Job Title:

Date:

**Part 1 Screening**

**Could this policy, procedure, project or service, or any proposed changes to it, affect any Protected Group (listed below) less favourably (negatively) than others in Kent?**

**Could this policy, procedure, project or service promote equal opportunities for this group?**

Protected Group	Please provide a <b>brief</b> commentary on your findings. Fuller analysis should be undertaken in Part 2.			
	High negative impact EqIA	Medium negative impact Screen	Low negative impact Evidence	High/Medium/Low Positive Impact Evidence
<b>Age</b>	None	None	None	None
<b>Disability</b>	None	None	None	None
<b>Gender</b>	None	None	None	None
<b>Gender identity/ Transgender</b>	None	None	None	None
<b>Race</b>	None	None	None	None
<b>Religion and Belief</b>	None	None	None	None
<b>Sexual Orientation</b>	None	None	None	None
<b>Pregnancy and Maternity</b>	None	None	None	None
<b>Marriage and Civil Partnerships</b>	None	None	None	None
<b>Carer's Responsibilities</b>	None	None	None	None

## **Part 2**

### **Equality Analysis /Impact Assessment**

#### **Protected groups**

No impacts identified

#### **Information and Data used to carry out your assessment**

Review of existing Asbestos policy and reference to standard procedures.

#### **Who have you involved consulted and engaged?**

Akua Agyepong|Corporate Lead for Equality & Diversity  
GEN2 Compliance and H&S managers  
TFM Contract managers

#### **Analysis**

The operation of this policy has no material effect on building users and is a set of parameters and procedures that (if adhered to) protect all users of KCC buildings from the harmful effects of asbestos equally. The policy is applied at premises level and no person specific impacts have been identified, that would affect particular groups more than others.

#### **Adverse Impact,**

None

#### **Positive Impact:**

None

#### **JUDGEMENT**

**No major change** - No impacts identified

#### **Internal Action Required                      NO**

There is little or no identified potential for adverse impact on particular groups and no further action is required.

### Equality Impact Analysis/Assessment Action Plan

Protected Characteristic	Issues identified	Action to be taken	Expected outcomes	Owner	Timescale	Cost implications

**Have the actions been included in your business/ service plan?**

N/A

Appendix

N/A

Please forward a final signed electronic copy and Word version to the Equality Team by emailing [diversityinfo@kent.gov.uk](mailto:diversityinfo@kent.gov.uk)

If the activity will be subject to a Cabinet decision, the EqlA must be submitted to committee services along with the relevant Cabinet report. Your EqlA should also be published. The original signed hard copy and electronic copy should be kept with your team for audit purposes.

Updated 06/06/2018