

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

**Directorate/ Service: Infrastructure**

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

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

**Version: 1 – First EIA**

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

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

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

- **Context**  
KCC have in place a sprinkler policy to determine when the installation of a sprinkler system might be appropriate for its buildings. This is primarily applied at the design and planning stage of new build or refurbishment projects.
- **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 Sprinkler policy has no day-to-day impact on any user of a building and is therefore only of potential interest during a fire. The policy requires a full risk assessment to be carried out prior to the introduction of a new sprinkler system at which point the needs of all parties would be assessed and addressed. The implementation of this policy therefore has no impact (Detrimental or otherwise) on any group or individual.

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

**Attestation**

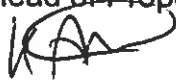
I have read and paid due regard to the Equality Analysis/Impact Assessment concerning the KCC Sprinkler policy. I agree with risk rating and the actions to mitigate any adverse impact(s) that has /have been identified.

**Head of Service**

Name: Karen Ripley

Job Title: Head of Property Strategy and Commissioning

Signed:



Date:

9/3/18

Updated 09/03/2018

1

February 2018

**DMT Member**

Name: Rebecca Spore

Job Title: Director of Infrastructure

*R* Ros Adlay  
Head of Business Partnerships & Relationships  
(KCC)

Signed:

*Rebecca Spore*

Date:

*9/3/18*

**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/Medium/Low Positive Impact Evidence
	High negative impact Eq/A	Medium negative impact Screen	Low negative impact Evidence	High/Medium/Low Positive Impact Evidence	
Age	None	None	None	None	None
Disability	None	None	None	None	None
Gender	None	None	None	None	None
Gender identity/ Transgender	None	None	None	None	None
Race	None	None	None	None	None
Religion and Belief	None	None	None	None	None
Sexual Orientation	None	None	None	None	None
Pregnancy and Maternity	None	None	None	None	None
Marriage and Civil Partnerships	None	None	None	None	None
Carer's Responsibilities	None	None	None	None	None

## **Part 2**

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

#### **Protected groups**

None identified from the introduction of this policy as the introduction of any system would be subject to detailed risk assessment.

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

Review of existing sprinkler policy and reference to standard fire evacuation procedures. Consideration given to the use of refuge areas for wheelchair users and potential impacts resulting from the use of sprinklers.

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

Akua Agyepong - Corporate Lead for Equality & Diversity  
GEN2 Compliance and H&S managers

#### **Analysis**

This revised policy calls for a full risk assessment to be carried out prior to the introduction of a sprinkler system. The specific needs of all building users would be assessed at this point and as a result, the implementation of this policy itself has no identified impacts on users.

#### **Adverse Impact,**

None identified

#### **Positive Impact:**

None - identified

#### **JUDGEMENT**

**No change** - No impacts identified.

**Internal Action Required – None**

**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 – local adjustment only

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 EqIA must be submitted to committee services along with the relevant Cabinet report. Your EqIA should also be published. The original signed hard copy and electronic copy should be kept with your team for audit purposes.

Updated 09/03/2018

This document is available in other formats, Please contact  
[Steve.Hamilton@gen2.co.uk](mailto:Steve.Hamilton@gen2.co.uk), 03000 416195

