

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

Directorate/ Service: Infrastructure

Name of decision, policy, procedure, project or service: Policy and Code of Practice for the management of Hot & Cold Water systems

Responsible Owner/ Senior Officer: Rebecca Spore

Version: 1 – First EqIA

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 a Water Hygiene Management policy which determines the manner in which water systems will be managed within KCC buildings. In effect this is an operational management policy which is specifically designed to minimise or eliminate the potential Health & Safety risks of Legionella in water systems.

- **Aims and Objectives**

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

- **Summary of equality impact**

Overall the Water Hygiene policy has no day-to-day impact on any user of a building other than to protect them from the potential harmful effects of exposure to the Legionella Bacterium in airbourne form. It primarily sets out a framework (Processes and procedures) against which contractors must maintain water systems and conduct their activities, in order to eliminate exposure (usually arising from atomisation of water containing the Legionella virus).

Adherence to the policy provides the same level of protection for all building users equally and whilst the elderly, infirm or very young may be more susceptible to the effects of Legionella if contracted, no impacts have been identified that arise directly from the application of this policy, which could adversely affect one group more than any other. Correct adherence to this policy provides protection for all and thus reduces the potential for contracting the Legionella virus.

Adverse Equality Impact Rating **Low**

Attestation

I have read and paid due regard to the Equality Analysis/Impact Assessment concerning the KCC Policy and Code of Practice for the Management of Hot & Cold Water Systems. I agree with risk rating and the actions to mitigate any adverse impact(s) that has /have been identified.

Updated 15/03/2018

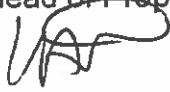
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Head of Service

Name: Karen Ripley

Job Title: Head of Property Strategy and Commissioning

Signed:



Date:

14/3/18

DMT Member

Name: Rebecca Spore

Job Title: Director of Infrastructure

Signed:



Head of Business Partnerships & Relationships

Date:

15/3/18

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 <u>brief</u> 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
Age	None	None	None	None
Disability	None	None	None	None
Gender	None	None	None	None
Gender identity/ Transgender	None	None	None	None
Race	None	None	None	None
Religion and Belief	None	None	None	None
Sexual Orientation	None	None	None	None
Pregnancy and Maternity	None	None	None	None
Marriage and Civil Partnerships	None	None	None	None
Carer's Responsibilities	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 Water Hygiene 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 primary purpose of the analysis was to determine whether the application of this revised policy would impact any one group of users more than another. Whilst the effect of the Legionella virus can be more acute in certain groups of building users, this is not increased by the presence of this policy, since its objective is to reduce/eliminate the risk of contraction. In this regard the policy applies to all building users equally and no specific impacts have been identified that arise directly from the implementation of this policy.

Adverse Impact,

None

Positive Impact:

None

JUDGEMENT

No major change - No impacts identified

Internal Action Required NO

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

Updated 15/03/2018