

Equality Impact Analysis Tool

Overall Information	Details of Full Equality Impact Analysis
Financial Year and Quarter	2020 – Q4
Name and details of policy, strategy, function, project, activity, or programme	<p>Title of EIA: Contingency Planning Annual Report 2020</p> <p>The annual report is required to be produced as best practice and to demonstrate compliance with the Civil Contingencies Act 2004. Under the Act, the Council, along with other Local Authorities and London Boroughs, is a designated Category 1 Responder along with the emergency services and a number of government agencies.</p> <p>A review of the Council's contingency planning service was conducted following the Grenfell Tower Tragedy. The analysis was reported to the Executive Management Team on 13 September 2017 along with a number of recommendations. Two of the recommendations from the review included the submission of twice annual reports to the Executive Management Team and the provision of an annual report to the Leadership Team.</p>
Lead Officers	<p>Name: Debbie Lewis Position: Interim Resilience Manager Email: Debbie.Lewis@rbkc.gov.uk Telephone No: 01481 822941</p>
Lead Borough	Interim Resilience Manager
Date of completion of final Full EIA	04/03/21

Section 02	Scoping of Full EIA
Plan for completion	<p>Timing:</p> <p>Resources: Interim Resilience Manager</p>

Analyse the impact of the policy, strategy, function, project, activity, or programme

Analyse the impact of the policy on the protected characteristics (including where people / groups may appear in more than one protected characteristic). You should use this to determine whether the policy will have a positive, neutral or negative impact on equality, giving due regard to relevance and proportionality.

Protected characteristic	Borough Analysis	Impact: Positive, Negative, Neutral
Age	All ages have the potential to be affected which is recognised within the report and the Council’s contingency planning arrangements. However, evidence to date indicates that woman and children are adversely affected during emergency events and situations. Mechanisms are in place, within the procedures for responding to major incidents, emergency events and situations to conduct a Community Impact Assessment to determine where additional support and services need to be provided.	Positive Neutral
Disability	Disabled people may be implicated if they need to have special assistance and personal evacuation plans. Mechanisms are in place, within the procedures for responding to major incidents, emergency events and situations to conduct a Community Impact Assessment to determine where additional support and services need to be provided.	Positive Neutral
Gender reassignment	Emergency events and situations have the potential to affect all persons and contingency planning arrangements reflect these considerations. Mechanisms are in place, within the procedures for responding to major incidents, emergency events and situations to conduct a Community Impact Assessment to determine where additional support and services need to be provided.	Positive Neutral
Marriage and Civil Partnership	Emergency events and situations have the potential to affect all persons and contingency planning arrangements reflect these considerations. Mechanisms are in place, within the procedures for responding to major incidents, emergency events and situations to conduct a Community Impact Assessment to determine where additional support and services need to be provided.	Positive Neutral
Pregnancy and maternity	Emergency events and situations have the potential to affect all persons and contingency planning arrangements reflect these considerations. Mechanisms are in place, within the procedures for responding to major incidents, emergency events and situations to conduct a Community Impact Assessment to determine where additional support and services need to be provided.	Positive Neutral
Race	Emergency events and situations have the potential to affect all persons and	Positive

		contingency planning arrangements reflect these considerations . Mechanisms are in place, within the procedures for responding to major incidents, emergency events and situations to conduct a Community Impact Assessment to determine where additional support and services need to be provided.	Neutral
	Religion/belief (including non-belief)	Emergency events and situations have the potential to affect all persons and contingency planning arrangements reflect these considerations. Mechanisms are in place, within the procedures for responding to major incidents, emergency events and situations to conduct a Community Impact Assessment to determine where additional support and services need to be provided.	Positive Neutral
	Sex	Emergency events and situations have the potential to affect all persons and contingency planning arrangements reflect these considerations. Mechanisms are in place, within the procedures for responding to major incidents, emergency events and situations to conduct a Community Impact Assessment to determine where additional support and services need to be provided.	Positive Neutral
	Sexual Orientation	Emergency events and situations have the potential to affect all persons and contingency planning arrangements reflect these considerations. Mechanisms are in place, within the procedures for responding to major incidents, emergency events and situations to conduct a Community Impact Assessment to determine where additional support and services need to be provided.	Positive Neutral
<p>Human Rights or Children's Rights If your decision has the potential to affect Human Rights or Children's Rights, please contact your Borough Lead for advice</p>			

Section 03	Analysis of relevant data Examples of data can range from census data to customer satisfaction surveys. Data should involve specialist data and information and where possible, be disaggregated by different equality strands.
Documents and data reviewed	Lessons identified from responding to previous events both nationally and regionally across London.
New research	The Annual Report has been circulated to the membership of the Borough Resilience Forum which includes the emergency services, NHS organisations located within the Borough along with utility companies, faith communities, the voluntary sector, the Environment Agency, Met Office along with the members of the South Kensington Business Resilience Forum, the Community Resilience Group and Grenfell United.

Section 04	Consultation
	With regard to the governance arrangements the Interim Resilience Manager has shared the report with stakeholders, partner organisations and agencies in order to communicate the arrangements, plans and processes that the Council has in place to respond to emergency events and situations.
Consultation in each borough	The report was circulated to members of the Borough Resilience Forum, South Kensington Business Forum, The Community Resilience Group and Grenfell United
Analysis of consultation outcomes for each borough	To establish a working group to include community partners to deliver the strategic approach to the development of community resilience. A 'WhatsApp' group has been created for the Leadership Team in order to keep them informed and updated in the event of emergency situations and major incidents.

Section 05	Analysis of impact and outcomes
Analysis	Emergency events and situations have the potential to affect people in a variety of different ways. This is normal and will for most people improve over time. However other people may require additional support and assistance ranging from informal arrangements to more formal professionally provided solutions. People with mental health needs may be especially vulnerable during and after emergencies and they need access to basic needs and clinical care.

Section 06	Reducing any adverse impacts and recommendations
Outcome of Analysis	The Council's response arrangements include Humanitarian and Community assistance where the needs of the affected communities can be assessed, and services required identified and provided.

Section 07	Action Plan												
Action Plan	Not applicable												
	<table border="1"> <thead> <tr> <th>Issue identified</th> <th>Action (s) to be taken</th> <th>When</th> <th>Lead officer and borough</th> <th>Expected outcome</th> <th>Date added to business/service plan</th> </tr> </thead> <tbody> <tr> <td> </td> <td> </td> <td> </td> <td> </td> <td> </td> <td> </td> </tr> </tbody> </table>	Issue identified	Action (s) to be taken	When	Lead officer and borough	Expected outcome	Date added to business/service plan						
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Section 08	
Chief Officers' sign-off	Name: Debbie Lewis Position: Interim Resilience Manager Email: Debbie.Lewis@rbkc.gov.uk Telephone No: 01481 822941
Key Decision Report (if relevant)	Date of report to Cabinet/Cabinet Member: 18/02/21 Key equalities issues have been included: No
Lead Equality Manager (where involved)	Name: Position: Date advice / guidance given: Email: Telephone No: