

Maldon District Council Equality Analysis

Please complete the questions below as fully as possible - the boxes will expand to accommodate your text. Please include the document version in the footer below.

Title Building Control Policy and Procedure 2025-2028 (the Policy)	Date 26 June 2025	Officer Preparing - Steve Murray
1. Background		
<p>1.1 Description of proposal / policy / service (Including aims, outcomes and in the case of an existing service how long it has been delivered in its current format)</p> <p>Maldon District Council is committed to promoting Equality, Diversity and Inclusion (EDI) as a community leader, as a service provider and as an employer. The EDI Policy is intended to assist the Council in promoting EDI through its business functions and work to ensure that people are treated fairly, and that everyone has an opportunity to live, learn and relax in the District. The EDI Policy is intended to the assist the Council in embedding EDI into decision-making, policies and to help tackle unlawful discrimination. Compliance with this policy should also ensure that employees do not commit unlawful acts of discrimination.</p> <p>This Building Control Policy and Procedure 2025-2028 addresses the statutory requirements for the Registration of Building Inspectors carrying out restricted functions and is divided into the Council's Building Control approach for:</p> <ol style="list-style-type: none"> 1. Enforcement of Building Regulations 2. Inspection and making safe Dangerous Structures 3. Demolition Notices 4. General advice, answering enquires, copies of documents, record keeping, etc. 5. Complaints and appeals <p>It replaces a set of operational procedures which have been used to date but updates them to ensure compliance with the new Building Safety Regulator (BSR) requirements and the management responses of the Building Control Internal Audit 2025.</p>		
<p>1.2 Who are the users of the proposal / policy / service (Refer to data held about the users of the service i.e. numbers of users, demographic breakdown. Having this information is important to understand which sectors of the community might be affected. If that is not available refer to the demographic data held on the intranet.)</p> <p>The principal users of the Policy will be the Council's Registered Building Inspectors who are the only ones permitted by law to carry out Building Control inspections and check compliance with the Building Regulations, as well as assess Dangerous Buildings / Structures.</p> <p>The principal people affected by the Policy will be anyone carrying out building works which require Local Authority Building Control to assess the proposals and construction for compliance with the Building Regulations; this could be professional builders or contractors depending on the works but could also be members of the public. Members of the public, businesses or organisations may also be impacted by the Policy should they own or come into contact with a dangerous structure.</p>		

Maldon District Council Equality Analysis

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1.3 Have users been consulted with? (Have you carried out consultation with users or stakeholders while drawing up the proposal / policy / service? For example, have you carried out a formal consultation, discussed the issue with a Friends/User Group or consulted with stakeholders? If so, outline the results and how it has informed your plans. It's also important to show whether the target audience was reached during the consultation.)

This has been limited to feedback from Building Control customers and incorporating any lessons learnt as much of the activity of the Building Control is otherwise covered by the Building Regulations or the Building Safety Act 2022. Consistency of service to users was part of the methodology used by internal auditors to evaluate effectiveness.

1.4 If the analysis is regarding an existing Service, what are users' views of that Service? (Base your view on evidence such as satisfaction surveys, levels of compliments and levels of complaints).

The Council does not carry out satisfaction surveys of the function.

2. Equality Aims – consider how the proposal / policy / service meets the three Equality Aims listed in the Equality Act.

Aim	How does the proposal / policy / service meet the equality aim?	Action or addition needed in order that the proposal / policy / service meets the aim?
2.1 To eliminate unlawful discrimination, harassment and victimisation	The Policy sets out how the Council will approach operating its Building Control service including standards which align with the Building Safety Regulator national requirements including when it is necessary to supervise inspectors. The Policy concerns buildings the public can enter rather than people but has been written to ensure functions are carried out without unlawful discrimination, harassment or victimisation.	
2.2 To advance equality of opportunity between people who share a protected characteristic and those who do not	Building Control, as part of its legal functions, already facilitates the improvement of buildings to cater for those that suffer from mobility issues, but this is set out in Building Regulations and not this Policy. The Policy enables those touching the service to be treated fairly and not be disadvantaged because of their protected characteristics and those that do not share them.	

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2.3 To foster good relations between those who share a protected characteristic and those who do not	Undertaking Building Control is concerned with the safety, energy performance and climate resilience of buildings the public could enter. The Building Regulations are designed to ensure design features consider the needs of those that have particular protected characteristics such as Disability or age and those that are not impacted by them; this Policy just concerns how those Regulatory duties will be conducted.				
3. Equality Impacts – examine how the proposal / policy / service impacts on the community. Base the analysis on evidence. Attach additional documents if necessary.					
Impacts	Positive impact (X)	Could adversely impact (X)	No impact (X)	How different groups could be affected: Summary of impacts	Actions to reduce negative or increase positive impact
3.1 Age (What will the impact be on different age groups such as younger or older people?)	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>		
3.2 Disability (Consider all disabilities such as hearing loss, dyslexia etc as well as access issues for wheelchair users where appropriate)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The Policy implements the Building Regulations including compliance measures to improve accessibility into buildings the public might otherwise enter.	
3.3 Pregnancy and Maternity (Think about pregnancy, new and breastfeeding Mums)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The Policy implements the Building Regulations including compliance measures to improve accessibility into buildings the public might otherwise enter.	

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Impacts	Positive impact (X)	Could adversely impact (X)	No impact (X)	How different groups could be affected: Summary of impacts	Actions to reduce negative or increase positive impact
3.4 Sex (is the service used more by one gender and are the sexes given equal opportunity?)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	According to the Officer of National Statistics (ONS) in 2024, about 15% of the construction workforce in the UK is female; an increase from 12% in 2020. The Royal Institute of Chartered Surveyors (RICS) concluded in August 2024 that to tackle the ongoing skills shortages, construction must focus on education, representation and changing its culture to attract more women. There are no figures for the gender of Registered Buildings Inspectors in England and Wales, although 29% of new Local Authority Building Control (LABC) trainees were female in July 2024. It is likely therefore likely that fewer women will come into contact with this Policy than men, however the Building Regulations are set by law and have to be applied regardless of gender.	Registered Buildings Inspectors at Maldon District Council, regardless of their gender, must undertake regular Equality, Diversity and Inclusion e-learning and Sexual Harassment awareness training as part of their roles. This will help to ensure that they adopt more inclusive behaviours when undertaking their role.
3.5 Gender Reassignment (Is there an impact on people who are going through or who have completed Gender Reassignment?)	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>		
3.6 Religion or belief (Includes not having a religion or belief)	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>		
3.7 Sexual Orientation (What is the impact on heterosexual, lesbian, gay or bisexual people?)	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>		

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Impacts	Positive impact (X)	Could adversely impact (X)	No impact (X)	How different groups could be affected: Summary of impacts	Actions to reduce negative or increase positive impact
3.8 Race (Includes ethnic or national origins including Gypsies and Travellers)	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>		
3.9 Socio-Economic Group (Will people of any particular socio-economic group be particularly affected?)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<p>Compliance with the Building Regulations could affect those people on lower incomes, undertaking home improvement projects themselves, but requiring certification through Building Control. If anyone is carrying out works to a building, they need to be satisfied that they can afford to do the works themselves to an acceptable standard to ensure compliance with the Regulations as there are no concessions due to income.</p> <p>Previously, the Council would offer free informal advice on compliance with Building Regulations, however under new rules from the Building Safety Act 2022 and as monitored by the Building Safety Regulator, the Council is no longer permitted to advise on both the design and compliance stages of Building Control.</p>	There is nothing further that can be done as to do otherwise risks the Council not complying with the Building Safety Act 2022 or Building Safety Regulator requirements.
4. Is there a Cumulative Impact? (If the same group is the subject of many changes or reductions the overall impact is much greater. Consider what else is happening within Maldon District Council that may have an impact and also what we know is happening elsewhere (such as Essex County Council). See Guidance for further advice.) None					

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5. Outcome
<p>5.1 Consider all the analysis and evidence above and indicate</p> <p>(1) No change needed (2) Adjust – as set out above (3) Adverse impact but continue (4) Stop, remove the proposal / policy / service</p> <p>Positive impact could arise for the Disability protected characteristic, given part of the remit of the Building Regulations is to ensure measures are taken in the design and construction of buildings to make them accessible by more than just able-bodied people.</p> <p>There could be adverse impacts to social-economic groups based on income or affordability, however the Council has to administer compliance with the Building Regulations and cannot be swayed to overlook requirements due to lower income levels.</p> <p>Adverse impacts that are possible due to the Sex protected characteristic and the predominant workforce being made can be mitigated further by internal training requirements of Maldon District Council employed Building Inspectors for EDI and Sexual Harassment.</p>
<p>5.2 Adjustments</p> <p>None, but internal training will support limiting the adverse impact that could be caused to the Sex protected characteristic.</p>
<p>5.3 Decision Making (How will this equality analysis be taken into account during the decision making process? For example will it be included with a report to Committee/CMT? Will it be considered at department level or by a Head of Service? How will community/stakeholders views be taken into account?)</p> <p>The Building Control Policy & Procedures 2025-2028 will be presented to the Strategy & Resources Committee on 24 July 2025 to be recommended to Council for final approval. This includes a request for delegated powers to make changes to the policy if required due to changes required by the Regulator or any legislation changes.</p>
6.0 Next Steps
<p>6.1 If there was a lack of evidence or data held on which to base this assessment, how will that gap be addressed for the future?</p> <p>Not applicable</p>

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6.2 Summary of actions highlighted within this analysis (Include how this will be picked up within service/work plans)

E-learning of Registered Building Inspectors is picked up in SMART (Specific, Measurable, Achievable, Relevant, and Time-bound) reviews and 121s and monitored by Heads of Service and HR.

6.3 Arrangements for future monitoring of equality impact of this proposal / policy / service

Any change to the Policy determined under Delegated Powers (if granted) need to consider this Equality Impact Assessment to ensure they do not impact on the EDI Policy.

6.4 Approved by (Manager or Head of Service signature and date)

Matthew Winslow, Assistant Director: Planning & Implementation
14 July 2025