



*Part 1: Equality Impact Assessment –

Before carrying out an Equality Impact Assessment (EIA), you should familiarise yourself with the guidance notes (see Appendix) and our other resources located within the [EIA section on Hotwire](#)

An EIA should be carried out whenever you are starting (or reviewing) any major new activity/programme/policy/project/strategy/campaign *, or where you propose changes or a review of the previous one.

*In this document, any kind of activity/programme/policy/project will be called an ACTIVITY for an easy read, while you specify the type of your event from your end.

The purpose of an EIA is to meet and justify the legal obligation required under the [Public Sector Equality Duty \(PSED\)](#), namely, the 'DUE REGARD' that documents that your activity/programme/policy will:

- **1. eliminate discrimination, harassment, and victimisation**
- **2. advance equality of opportunity**
- **3. foster good relations between people who share a relevant protected characteristic and people who do not share it.**

In the EIA, you need to show that your activity meets the 3 conditions of the due regard, as listed above, and provide any relevant information showing that your activity caters for people with protected characteristics (where applicable), but also that it promotes equality and eliminates potential discrimination and offers additional opportunities to advance equality.

Where you identified any possible negative impacts on individuals and groups with protected characteristics, you need to complete a mitigating action plan (Section H below). After your mitigating action plan has been implemented, you need to inform the EAI Team by sending the same form again with the notification of the date when the mitigation action plan was completed.

A. Name, goal and the expected outcomes of the programme/ activity

This Equality Impact Assessment (EIA) is an update of the previous EIA presented to the Deputy Mayor's Board in June 2025 regarding the application of resources to support the Public Consultation. The Grenfell Memory Project arises from an ADR (Alternative Dispute Resolution) civil settlement reached in 2023 between the ADR Claimants and a number of organisations, including the London Fire Brigade. It forms part of a wider **Restorative Justice** process to:



- help repair relationships between the London Fire Brigade and Grenfell communities
- honour the lives of those who were lost
- create a meaningful and lasting legacy to commemorate the Grenfell fire

Under the agreement, LFC made key commitments re: the Grenfell Memory Project:

- **Community Consultation:** The Grenfell community must be fully consulted on the scope of the Memory Project initiatives, and their support is key.
- **Protection of ADR Claimants' Interests:** The design and implementation of the project must have the protection and promotion of ADR Claimant's interests as a core principle. To ensure these principles are met, the process is progressing in three phases:
 - **Pre-consultation Engagement (ended of 30 June 2025):** This phase involved working closely with ADR claimants (including close family of the deceased, survivors, and affected residents) to co-design the proposals for the Memory Project in alignment with their needs, interests, and aspirations.
 - **Formal Consultation with the Wider Grenfell Community (beginning of May 2026):**
In line with the civil settlement, the co-designed proposals will be shared with the Grenfell community to gather feedback and secure their support for the project/s moving forward.
 - **Decision-making post-consultation and development of Implementation Plan (Winter 2026/2027):**

Following the public consultation, an independent analysis of the consultation feedback will be conducted, leading to a comprehensive report. In collaboration with an advisory group (including families of the deceased, survivors, and other ADR claimants), the consultation output will be reviewed to develop final recommendations.

The recommendations for the Grenfell Memory Project and a summary implementation plan will be submitted through the LFC governance process for approval



B. Reason for Equality Impact Assessment

Please delete as applicable:

This Equality Impact Assessment (EIA) focuses on the implications of individuals and groups with protected characteristics within the Grenfell and wider North Kensington communities for the public consultation process and Grenfell Memory Project.

The purpose of this EIA is to ensure that:

- The Consultation activities for the Grenfell Memory Project are conducted in a manner that promotes equality, diversity, and inclusion. The expected outcome is to identify potential barriers for these groups to participation in the consultation activities provide solutions to minimise/remove these.
- The Grenfell Memory Project proposals pro-actively takes account of groups with protected characteristics who were disproportionately represented among the 72 lives lost in the Grenfell fire as well as within the survivor and resident population.

The purpose of the Grenfell Memory Project is to honour the lives of the 72 people who died in the Grenfell Tower fire, while supporting a lasting legacy of collective healing and recovery within the community. An analysis of the protected characteristic groups that were disproportionately represented among the 72 deceased enables the London Fire Brigade (LFB) to proactively consider proposals that support and advance its Public Sector Equality Duty (PSED), in particular by advancing equality of opportunity and fostering good relations between people who share a relevant protected characteristic and those who do not within the survivor and resident communities.

C. Names of the team responsible for the programme/ activity

Responsibility for the EIA:

Name: Angela Basoah

Job title: Engagement lead – Grenfell Memory Project

Department: Communications

Responsibility for the whole activity:

(as above)

D. Who is this activity for, who is impacted by it (all LFB staff, specific department, external communities)

The Grenfell Memory Project will impact close families of the deceased and survivors of the Grenfell fire, as well as residents and the wider North Kensington community. The project may have implications for the local Voluntary Community Sector (VCS) including



charities, community and faith groups supporting the North Kensington and/or Grenfell communities.

Internally it will impact on the workload of colleagues from Communications, Legal and Protection and Prevention teams as well as the local station officers at North Kensington Fire Station and Kensington borough. Externally, this will impact on contractors carrying out the independent analysis work, the 14 claimant solicitor firms and RBKC Dedicated Services whose is required to support cascading information to Grenfell families.

E. What other policies/documents are relevant to this EIA?

Grenfell Tower Memory Project (Board Paper) to support application for approval of resources to support Grenfell Memory Project – June 2025

F. Equality and diversity considerations

Describe the ways how your activity meets the conditions of the due regard of the PSED and how LFB employees and communities of London may be affected by your activity, especially those ones with protected characteristics. Explain whether your programme/ activity may disproportionately affect any group named below?

Protected characteristics Equality Act 2010:

1. Age: A person belonging to a particular age, or range of ages.
2. Disability: A physical or mental impairment that has a substantial and long-term adverse effect on the ability to carry out normal day-to-day activities.
3. Gender Reassignment: A person who is proposing to undergo, is undergoing, or has undergone a process for the purpose of reassigning their gender.
4. Marriage and Civil Partnership: Protection applies in employment and in relation to the prohibition of discrimination in goods and services.
5. Pregnancy and Maternity: Protection from discrimination during pregnancy and maternity leave.
6. Race: Includes colour, nationality, ethnic or national origin.
7. Religion or Belief: Includes any religion, or lack of religion, as well as a philosophical belief.
8. Sex: Being a man or a woman.
9. Sexual Orientation: A person's sexual orientation towards people of the same sex, opposite sex, or both

The Grenfell Memory Project has been designed with explicit consideration of the Equality Act 2010 and the diverse characteristics of those impacted by the Grenfell Tower fire, including bereaved families, survivors and the wider North Kensington community. The proposals reflect both available evidence about disproportionate impacts and gaps in



existing provision, as well as feedback gathered through the pre-consultation engagement which took place between February to end of June 2025. 329 people took part in the pre-consultation engagement.

Age

According to the 2015 Indices of deprivation, there were 369 children aged 0-15 and 267 older people aged 60+ in low income households living in the electoral district Kensington and Chelsea, which includes Grenfell Tower ([Gov.uk](https://www.gov.uk)). Both children and older adults are vulnerable groups within the community, requiring special consideration during the consultation process to prevent any negative impacts.

Children and young people may require different approaches to engage effectively, considering their shorter attention spans and the importance of a relaxed environment for participation. Similarly, some older adults are more likely to experience digital exclusion and have limited computer/internet access. Within the Notting Dale ward (of Kensington and Chelsea) where the Grenfell Tower is located, there were 690 children aged 10-15 years old ([as at 2022:](#)) As one of the consultation proposals is targeted at young people aged 11-15, the consultation will use our best endeavours to ensure that young people within (or around) this age group are specifically encouraged to give feedback. We intend to do this through work with schools, local groups supporting young people and recruiting local peer researchers. Removing barriers to participation from these groups will involve providing materials suitable for different ages.

The consultation process will also offer a range of communication styles that include digital channels, but also include printed out materials, face-to-face consultation opportunities and reasonable adjustments for those facing health issues related to aging and/or may require additional assistance with accessibility and communication. The venues for consultation will take account of this. Removing barriers to participation from these groups will involve providing language and materials suitable for different ages including materials in Easy Read and video.

With regards to the Grenfell Memory Project, Age has been a central consideration across the Grenfell Memory Project. A five-year Single Grenfell Memory Project grants programme includes a specific strand for Young People affected by Grenfell: Young people may be eligible to apply if they meet one of the following: a) were **aged 16–25 at the time of the Grenfell Tower** fire and were part of the **North Kensington and/or**



Grenfell community on the date of the fire; OR b) are a young person aged 30 or under at the time the project is delivered, with additional needs, and are from the North Kensington and/or Grenfell community. This responds to evidence and pre-consultation feedback identifying 16–25 as a particularly formative life stage, often associated with examinations, transitions to work or higher education, and the development of independence, all of which were significantly disrupted by the Grenfell fire. This age group was identified as a gap in existing provision, noting that while comprehensive support exists locally for those aged 0–25, targeted, longer-term support for this cohort was limited.

In addition, a proposed five-year residential and day activity programme focuses on personal development, confidence and life skills for young people, and a feasibility study will assess the viability of a Community Hub with a youth focus within the Grenfell catchment area, reflecting community aspirations.

Disability

In Kensington and Chelsea, around 5.9% of residents are disabled, but among survivors, bereaved families, and neighbours, this figure is likely higher due to emerging disabilities over time ([RBKC JSNA for Grenfell Community](#)). Individuals with disabilities may face barriers to participation if accommodations are not met. A systematic review of the list of 72 people who died revealed that 19 of the deceased were either disabled or had long term, chronic health conditions.

To remove barriers, we will ensure that all venues for in-person engagement/consultation events are accessible for wheelchair users. The approved budget for resources also makes provision for sign language interpretation, alternative formats (such as audio, Braille or large print). We are mindful that some people may not be able to access Internet and digital materials and therefore, there is an on-going commitment to produce printed materials and ensure that communications is tailored to the needs of participants. Additionally, during the consultation phase we will engage with disabled individuals and local organisations including Action Disability Kensington and Chelsea, to address any further barriers that are identified.

With regards to the Grenfell Memory Project proposals, People with disabilities and chronic health conditions were disproportionately represented among those who lost their lives in the fire. In response, the Grenfell Memory Project includes proposals to fund organisations that specifically support people with disabilities and long-term health conditions through the “support for groups disproportionately impacted”



element of the grants programme. The youth-focused programmes are also designed to include young people with additional needs, extending eligibility up to age 30 where appropriate. Across all proposals, reasonable adjustments and inclusive design principles will be applied in line with Equality Act duties.

Sex

A review of the list of the 72 people who lost their lives in the Grenfell Tower fire shows that 42 were women. As part of the options development process, the Grenfell Memory Project has systematically reviewed the characteristics of those who died in order to identify groups with protected characteristics that were disproportionately affected. For the purposes of this assessment, a group representing at least one third of the deceased has been considered disproportionately impacted.

In response to this analysis, and in line with our Public Sector Equality Duty and our commitment to honour the lives lost, the Grenfell Memory Project proposals include grant funding for organisations that support groups identified as disproportionately affected. The consultation will be used to consider whether women should be included as a specific category within proposals aimed at supporting groups disproportionately affected.

The youth programmes and Fire Safety Advisor trainee opportunities are open to people of all sexes. Where appropriate, single-sex provision will be made available, for example within residential or day programmes, to ensure safety, dignity and cultural appropriateness.

This approach ensures that the content of the proposals directly reflects the unequal impact of the tragedy and contributes to addressing those disparities through targeted community support.

The consultation process has also been designed to take account of the disproportionate impact on women and the barriers they may face to participation. Evidence shows that women are more likely to undertake caring responsibilities, including childcare and informal care for older or disabled relatives ([Centre for Progressive Policy](#)), and are more likely than men to be unpaid carers ([ONS](#)). These responsibilities can limit the time and flexibility available to engage in consultation activities.

To mitigate these barriers, the consultation will offer flexible participation options, including evening and weekend sessions and online opportunities. Where



appropriate, respite or childcare support will be made available to enable participation without adding to existing caring burdens. In addition, building on the strong engagement of women and women's groups during the pre-consultation phase, the Grenfell Memory Project will organise women-only consultation sessions to create accessible and inclusive spaces for participation.

Gender reassignment

There is limited data available on gender reassignment among survivors and those who died. Nevertheless, all Grenfell Memory Project proposals take account of responsibilities under the Equality Act 2010 and are intended to be inclusive of trans and gender-diverse people. Youth programmes, community-based activities and grant-funded projects will be expected to provide respectful, non-discriminatory environments and to respond appropriately to individual needs. Transgender and non-binary individuals should be respected and accommodated in all project activities.

Engagement activities will be conducted in a respectful and inclusive manner for individuals who have undergone or are undergoing gender reassignment using language (including pronouns) that they would prefer.

Marriage and civil partnership

Marriage and civil partnership are not directly applicable to several of the proposals, as the grants and youth programmes are designed to be accessed by individuals rather than couples or families. However, the overall programme design remains consistent with Equality Act duties and does not disadvantage individuals on the basis of marital or civil partnership status

Anecdotal evidence suggests that the Grenfell tragedy may have had a significant impact on marital and family relationships with some couples and families having experienced strain, estrangement, or relationship breakdown, including divorce, since the tragedy.

In recognition of these circumstances, the consultation has been designed to allow flexibility for families and couples, including the option for individuals to attend different sessions where this is more appropriate. Consultation venues will also be



selected to ensure they are equipped with family-friendly facilities, such as feeding and changing areas, to support participation by families with young children. Appropriate support will also be available to enable those with childcare responsibilities to participate in in person consultation activities.

The Grenfell Memory Project proposals further reflect this context through the allocation of funding to individual close family members to support their own personal memory projects. Funding is intentionally proposed to be provided to individuals rather than to couples or family groups, acknowledging that family relationships and circumstances may have changed and ensuring that individuals are able to participate independently and with dignity.

In addition, the consultation team is working closely with NHS mental health services supporting Grenfell families to ensure appropriate emotional and psychological support is available during consultation sessions. This support will help mitigate the risk of distress where discussions may trigger painful memories related to family relationships, tensions, or estrangement.

Pregnancy and maternity:

The ONS notes that in 2022 there were 106692 births in London. In Kensington and Chelsea there were 1387 live births in 2022

<https://data.london.gov.uk/dataset/births-by-mothers-country-of-birth-in-london> (<https://www.londonworld.com/your-london/kensington-and-chelsea/kensington-and-chelsea-sees-fewest-births-in-a-decade-4261122>). Data relating to pregnancy and maternity among survivors and the deceased is limited, however during and after the period of evacuation from Grenfell Tower, it was reported that pregnant women were amongst the groups not given adequate access to services and support ([ONS](#)).

Pregnant individuals and those with caregiving responsibilities may face challenges in participating fully in proposed project activities due to their specific needs and circumstances. The consultation will offer multiple opportunities to participate including online and in person and at different times of the day. In person sessions will include appropriate comfort breaks to provide participants who are pregnant who might get tired easily opportunities to rest. Any refreshments provided will take account of participants requested dietary needs. Consultation activities will consider potential pregnancy and early years-related issues. This includes providing facilities and support for reduced mobility, addressing changes in physiology, accommodating pregnancy-related sickness, and ensuring quiet spaces and time for resting and



feeding young children. Additionally, venues should have changing facilities and early years toys/activities to accommodate participants with caregiving responsibilities.

The design and delivery of programmes under the Grenfell Memory Project will also take account of Equality Act responsibilities, including ensuring that individuals who are pregnant or have caring responsibilities related to maternity are not excluded from participation and can access support flexibly where required.

Race (including nationality and ethnicity):

Race is a particularly significant equality consideration for the Grenfell Memory Project. Of the 72 people who lost their lives, 61 were from ethnic minority backgrounds, and race and ethnicity are also prominent characteristics within the survivor and local resident population.

Individuals from ethnic minority backgrounds were disproportionately impacted by Grenfell: 48% of residents living in the Grenfell Tower area were born outside the UK and 59% of residents came from an ethnic minority background, with many residents in the North Kensington area previously fleeing persecution in other countries before suffering from the fire ([RBKC JSNA for Grenfell](#)).

Of the deceased from ethnic minority backgrounds and/or born outside the UK, many were first-generation migrants with strong cultural and familial ties to their countries of origin. In response, the Grenfell Memory Project proposals include a grants programme for personal memory projects that recognises remembrance as deeply personal and culturally diverse and enables close family members to honour their loved ones in ways that reflect their cultural traditions and values.

In addition, the proposal to support groups disproportionately affected will provide opportunities for targeted support to ethnic minority communities. The 5 Fire Safety Advisor trainee role and outreach activity will be open to all North Kensington residents, with proactive engagement to encourage awareness and take-up among local young people from diverse backgrounds. Educational and CPD resources developed as part of the “Reducing Future Tragedies” proposal will actively seek to reflect the diversity of the Grenfell-impacted communities in their content.

The local context further underscores the need for an inclusive approach. In Golborne ward, where Grenfell Tower is located, 510 households (13.4%) have no household members who speak English as their main language, and 94 households (2.5%) include no adults who speak English or Welsh as a main language. A report by the



Equalities and Human Rights Commission on Grenfell survivors, bereaved families and neighbours' access to services provided translation into the following languages; English, Somali, Arabic (various dialects including North African and Middle Eastern), ([Equality and Human Rights Commission Report](#)).

People who speak English as a second language may face barriers to participation, including difficulties with comprehension, engagement, and providing feedback. The Grenfell Inquiry provided information to bereaved families, survivors and local residents throughout phase 1 & 2. The Inquiry used 17 main community languages for translation purposes ([Grenfell Tower Inquiry](#)) however, the pre-consultation engagement highlighted the need for translations in the 11 languages below. The team will continue to monitor the community needs for translation throughout the consultation and will increase the languages for translated materials as required.

To mitigate challenges associated with language barriers, the consultation will provide translated materials in community languages below based on the pre-consultation engagement phase:

- Albanian
- Arabic
- Bengali
- Cantonese
- Dari
- Farsi
- French,,
- Italian
- Serbian
- Somali
- Tagalog
- Tigrinya
- Turkish

The estimated budget includes provision for translated materials in multiple languages and interpretation services for non-English speakers.

**Religion or belief**

According to the 2011 census, the most prominent religions in RBKC are Christian (54.2%), Muslim (10%), Jewish (2.1%), Buddhist (1.5%), Hindu (0.9%), Sikh (0.2%) ([NHS](#)). However, Muslims have been disproportionately affected by Grenfell followed by Christians. Al Jazeera noted that 42 of the residents who died in the fire were given Muslim funeral rites ([Al Jazeera article](#)). It has been estimated that approx. 80% of residents living at Grenfell Tower were Muslim. The launch of the consultation has been scheduled to avoid the Ramadan period where many members of the community may be fasting and have difficulty taking part.

The Grenfell Memory Project recognises the importance of faith to many individuals and communities affected by the tragedy. The Personal Memories strand allows for diverse expressions of faith within remembrance activity. Youth programmes and community-based provision will take account of faith and cultural needs, including dietary requirements, prayer opportunities and, where appropriate, single-sex provision. Other proposals, including grants and educational resources, will also reflect respect for religion or belief in line with Equality Act duties.

On a general note, the Consultation seeks to be sensitive to religious observation requirements such as prayer days, times and religious holidays i.e. Ramadan, Eid, Easter, Diwali, Vaisakhi and Yom Kippur which may affect an individual's availability to participate in with consultation activities. Appropriate consideration will be given of religious practices and observances during consultation activities i.e. provision of washing facilities and single sex sessions. Also, the use of venues where consultation activities take place will be carefully considered to enable residents of all faiths and none to participate and feel safe.

Sexual orientation:

LGBTQ+ individuals should be respected and accommodated in all project activities. There is limited data available on sexual orientation among survivors and those who died. Nonetheless, all proposals under the Grenfell Memory Project explicitly commit to respecting diversity of sexual orientation. Youth programmes and grant-funded activity will be expected to provide inclusive environments free from discrimination or harassment, consistent with Equality Act responsibilities.

Consultation activities will be conducted in a respectful and inclusive manner for individuals from the LGBTQ+ community using pronouns and language that takes into account their preferences.



Overall, the Grenfell Memory Project demonstrates a considered and proportionate approach to equality, informed by available evidence, community engagement and statutory duties. Where data is limited, the proposals nevertheless embed inclusive principles and commitments to non-discrimination. Where disproportionate impacts are clearly evidenced—particularly in relation to age, disability, sex and race—the proposals include targeted measures to address need and reduce inequality. Through its grants programme, youth initiatives, fire safety advisor trainee roles educational resources and exploratory work on a Community Hub, the Grenfell Memory Project seeks to honour the diversity of those affected by Grenfell while ensuring fair and equitable access to opportunities and support.

While socio-economic background and caring responsibilities are not protected characteristics under the Equality Act 2010, we recognise that people from these groups may face particular challenges and therefore we have considered what to mitigate these barriers to participation during the consultation

Socio-economic backgrounds:

Residents from lower socio-economic groups maybe be reluctant to attend some face-to-face sessions due to limited money for transport or childcare constraints. The estimated budget includes costs to mitigate these barriers e.g. reimbursement for childcare costs and travel when required. The aim is also to hold engagement and consultation activities within the North Kensington area so that affected communities and residents will not ordinarily have far to travel in order to attend.

Grenfell Tower was made up of social housing units accommodating primarily lower-income residents of minority ethnic origins (The Bloomsbury Geographer).

Individuals living in poverty in comparison with higher income groups experience cognitive constraints on their time i.e. focusing on managing day to day survival rather than being able to fully take part in daily life

(<https://www.lse.ac.uk/business/consulting/assets/documents/how-poverty-affects-peoples-decision-making-processes.pdf>). Additional costs may be involved in taking part in any consultation i.e. transport, refreshments and care including childcare. This may deter some residents from participation. The systematic review of the deceased highlighted that a significant percentage had been retired, home makers or students.

Caring responsibilities:



Individuals who have caring responsibilities may experience barriers to participation.

To support carers, consultation activities are being designed to be inclusive of individuals with caring responsibilities. The consultation will provide flexible participation options, such as evening or weekend sessions, as well as online participation opportunities. Additionally, offering respite support or childcare services during project activities can facilitate their involvement without the burden of managing their caregiving responsibilities.

Particular consideration has been given to Proposal 3: Five-year outreach programme.

Proposal 3 focuses on outreach for members of the North Kensington and Grenfell communities who may be interested in careers in fire safety. The outreach will raise awareness of such careers and the workshop sessions will provide information, guidance, mentoring, support and advice with applications for a fire safety course and roles careers, and provide grant funding for a level 3 Certificate in Fire Safety by a third party course provider. Up to 12 people each year will be able to take part in the workshops run by experienced LFB fire safety professionals. This outreach work will take place each year for 5 years.

It is proposed that these workshop sessions will give practical advice, career insights, and support to apply for a Level 3 Certificate in Fire Safety, *delivered by an external training provider*. The sessions will also provide advice and support for applications for entry level fire safety roles within LFB and other organisations.

It is proposed that the costs of the support and the Level 3 qualification will be fully funded by the Grenfell Memory Project. It is anticipated that this programme will improve the ability of people from this traumatised and disadvantaged community to access a fire safety course and apply for entry level fire safety roles within London Fire Brigade and other organisations.

It is possible, given the diverse nature of the communities eligible for the outreach programme, that such a proposal could have the effect of benefitting a higher proportion of individuals with certain protected characteristics over others who do not share those characteristics. However, any disparate impact of the outreach proposal is justified and proportionate. The aim of this proposal is to deliver the Settlement Agreement for these communities impacted by Grenfell, and specifically, to encourage people from these communities to apply for training and jobs in fire safety. These outreach measures are a proportionate means of achieving that aim.



G. Evidencing Impact

Please answer the following four questions:

G1.

- a. List all the internal/external stakeholders and organisations you have consulted or contacted regarding your activity, along with the insights gained from these interactions?
- b. Explain how you have gained and evaluated your insights and whether you intend to conduct a follow-up or seek post-activity feedback from those stakeholders?

In designing the approach to engagement and consultation, we have engaged representatives from the following groups and continue to identify and engage others

- c. Al Manaar – Muslim Cultural Centre
- d. Clement James
- e. Eritrean Ethiopian Group
- f. Grenfell United
- g. Grenfell representatives on LFB Community Forum and
- h. Grenfell representatives on LFB's Transformation Advisory Panel
- i. Grenfell Tower Trust,
- j. Grenfell Next of Kin
- k. Humanity for Grenfell
- l. Justice for Grenfell
- m. Kids on the Green
- n. Kensington and Chelsea Social Council
- o. Lancaster West Residents Association
- p. Solidarity Sports
- q. Our Power Hub
- r. The Space
- s. Young K&C



Key insights gathered while designing the approach to consultation are:

- **Grenfell affected individuals and communities are still very traumatised from the tragedy** which has led to divisions and tensions within families, resident population and communities
- **Memorialisation is a crowded landscape** leading to consultation fatigue and need to differentiate the Memory projects from other initiatives in this space.
- **Close family of deceased want to be heard and acknowledged:** “Designing a Memory Project that does not explicitly take account of our wishes is like holding a funeral service for your mum, where everyone but you gets to pick the hymns for the service.”
- **Diversity among Grenfell affected is more significant than the rest of RBKC:** Language, culture, faith, socio-economic circumstance : 1st generation immigrants from Middle East, Africa, Asia & Europe.
- **Children and young people is a potential theme for a common ground within divided community** – “I am not interested in plaques or any physical (memorialisation) projects; I want projects that will benefit the lives of my children and grandchildren.”
- **Preventing another Grenfell:** Aside from the pursuit of justice and accountability for Grenfell, most were united in their potential support for initiatives that could prevent a similar tragedy

Key ways we translated these insights gathered into the consultation approach included:

- Structure of Memory Project framework:** Three potential strands – Projects to support personal memories; children and young People and to contribute to prevention of similar tragedy and strengthens Grenfell communities
- Multiple methods of engagement:** workshops (online and in person); 121 conversations (by phone, online, in person); smaller group discussions; online questionnaire: Peer engagement
- Terminology:** use of term – immediate/close family of the deceased – instead of - bereaved



- Separately held workshops** for close family of deceased and survivors and residents
- Choice of venues:** recommended by community representatives
- Translation of materials;** availability of translators (on request); One session in Farsi and Arabic
- Flexibility and staggered engagement:** Scheduled activity from end of Jan to end of February pre-Ramadan; on-going in March and final push in May
- Recruitment of advisory group** of close family of deceased, survivors and residents

G2. Have you faced any gaps in evidence for assessing your activity's impact, and if so, can you justify proceeding with the EIA without addressing them or are you considering a mitigation action plan?

We are still gathering specific data regarding the demographics that make up the surviving Grenfell community. Data exists for those who have died as a result of the fire. The pre-consultation engagement with 329 individuals from ADR Claimants (including family members of the deceased and survivors) plus on-going discussions with stakeholder groups provides some assurance that the proposal for consultation are aligned with the aspirations and needs of the communities affected by Grenfell. The EIA has been completed mindful that the Equality Impact Assessment is an on-going duty and will be undertaken throughout the different phases of the engagement and consultation to ensure comprehensive and inclusive participation in the development of the Memory Project process. The delivery of the proposals will continue to focus on the protected characteristics and the need to ensure inclusivity and access appropriate to the diverse Grenfell Community.

G3. What adjustments have you considered for people with protected characteristics, and how does your activity promote equality of opportunity and caters for equity for them?

Throughout the EIA, accessible venues/tools and consideration to religious events has been highlighted. Additionally, reimbursement/mitigation of costs associated with the consultation has been suggested to support particularly those from low-income backgrounds. In order to overcome digital exclusion, the budget includes provision for printed materials, free postage and opportunities to give feedback via phone and/or text.



Provision has also been made to translate materials into different languages and have interpreters available on request for participants for whom English is not their first language. The delivery of the proposals will continue to focus on the protected characteristics and the need to ensure inclusivity and access appropriate to the diverse Grenfell Community.

G4. How do you communicate the activity to those involved, especially with protected characteristics, and have you considered diverse formats such as audio, large print, easy read, and other accessibility options in various materials?

The EIA considers interpreters, translated materials and materials available in diverse formats (audio, large print, easy read etc). We also have provision for BSL interpreters (on request) for consultation engagement sessions.

H. Mitigating action plan (where an adverse impact has been identified, please record the steps that are being taken to mitigate or justify it?)

Actions to mitigate barriers identified are described throughout the document.

Protected characteristic and potential adverse impact	Action being taken to mitigate or justify	Lead person/department responsible for the mitigating action
1. Disability – accessibility	Ensure venues are accessible, and materials are provided in accessible formats.	The Consultation and Engagement lead supported by two officers will ensure that all identified mitigating actions are completed
2. Sex– possible caring responsibilities for females	Offer flexible participation options, respite support and/or childcare services.	
3. Gender reassignment – possible discrimination	Options for participants to self-identify their gender identity and expectation is set for this to be respected by all participants.	

APPENDIX F



LONDON FIRE BRIGADE

4. Pregnancy – facilities, physical support	Ensure venues are accommodating and have areas where participant can take a break from activities. Sessions to include appropriate breaks and refreshments.	
5. Race – language barriers	Provide translated materials in a range of different languages, offer interpreters during consultation.	
6. Religion or belief – a clash with religious events and obligations	Research religious events ahead of any planning, provide prayer/mediation facilities and breaks, and ensure venues are suitable.	
7. Sexual orientation – possible discrimination	Options for participants to self-identify their pronouns and expectation is set for this to be respected by all participants.	
8. Socioeconomic – additional costs	Reimburse/mitigate costs associated with consultation.	
9. Caring responsibilities – time	Offer flexible participation options, respite support or childcare services.	

I. Signed by the Submitter

Name: Angela Basoah

Rank/Grade: TMG C

Date: 04/02/2026