

Equality Impact Assessment Form **Reference –**

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| **Department** | Corporate resources | **Version no** | 1 |
| **Assessed by** | Neill Morrison | **Date created** | 5/1/22 |
| **Approved by** | Matthew Seed | **Date approved** | 05/01/22 |
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| **Final approval** | Matthew Seed | **Date signed off** | 05/01/2022 |

The Equality Act 2010 requires the Council to have due regard to the need to

* eliminate unlawful discrimination, harassment and victimisation;
* advance equality of opportunity between different groups; and
* foster good relations between different groups

# Section 1: What is being assessed?

**1.1 Name of proposal to be assessed.**

**£2m Carbon net zero projects within the Council’s estate**

**1.2 Describe the proposal under assessment and what change it would result in if implemented.**

That Council buildings under construction or renovation are subject to higher standards for energy efficiency measures and performance. Current building regulations are insufficient to ensure that the council meets its net zero emissions targets and so officers are proposing to implement higher standards for our own estate. This budget is being proposed to support these higher energy efficiency standards for built elements, heating, ventilation and lighting.

# Section 2: What the impact of the proposal is likely to be

* 1. **Will this proposal advance equality of opportunity for people who share a protected characteristic and/or foster good relations between people who share a protected characteristic and those that do not? If yes, please explain further.**

There may be a benefit if one or more of the buildings that receives this funding support is used to deliver services to people who share a protected characteristic. This will depend on the circumstances of both the service user and the building. For example, low energy lighting that would otherwise have remained unchanged will be delivered to current standards and so may result in a benefit to users with different visual acuity. Buildings with improved insulation and air tightness will have fewer draughts improving comfort for all users but this may result in better outcomes for people with limited mobility. There may also be less variation in space temperature during the heating and cooling cycle improving the environment for people with higher temperature sensitivity. These improvements are, effectively, permanent and so will be carried over even if a building has different users through being leased or Community Asset Transfer.

* 1. **Will this proposal have a positive impact and help to eliminate discrimination and harassment against, or the victimisation of people who share a protected characteristic? If yes, please explain further.**

**No**

* 1. **Will this proposal potentially have a negative or disproportionate impact on people who share a protected characteristic? If yes, please explain further.**

**No**

**2.4 Please indicate the level of negative impact on each of the protected characteristics?**

(Please indicate high (H), medium (M), low (L), no effect (N) for each)

|  |  |
| --- | --- |
| **Protected Characteristics:** | **Impact**  (H, M, L, N) |
| Age | N |
| Disability | N |
| Gender reassignment | N |
| Race | N |
| Religion/Belief | N |
| Pregnancy and maternity | N |
| Sexual Orientation | N |
| Sex | N |
| Marriage and civil partnership | N |
| **Additional Consideration:** |  |
| Low income/low wage | N |

**2.5 How could the disproportionate negative impacts be mitigated or eliminated?**

N/A

# Section 3: Dependencies from other proposals

**3.1 Please consider which other services would need to know about your proposal and the impacts you have identified. Identify below which services you have consulted, and any consequent additional equality impacts that have been identified.**

None

# Section 4: What evidence you have used?

**4.1 What evidence do you hold to back up this assessment?**

None

**4.2 Do you need further evidence?**

No, after consultation with Lead Equalities Officer

# Section 5: Consultation Feedback

**5.1 Results from any previous consultations prior to the proposal development.**

N/A

**5.2 The departmental feedback you provided on the previous consultation (as at 5.1).**

N/A

**5.3 Feedback from current consultation following the proposal development (e.g. following approval by Executive for budget consultation).**

N/A

**5.4 Your departmental response to the feedback on the current consultation (as at 5.3) – include any changes made to the proposal as a result of the feedback.**

N/A