

Colchester Borough Council

Equality Impact Assessment Form - An Analysis of the Effects on Equality

Section 1: screening stage

Name of policy, service or strategy to be assessed:

- Photovoltaic (PV) Project

1. What is the main purpose of the policy, service or strategy?

The project is to install PV panels on the Council's social housing stock and commercial buildings. In total around 1,500 properties will be included across the borough. The project has been designed to;

- Increase the efficiency of the Council's housing stock and commercial buildings
- Reduce fuel poverty
- Reduce energy bills for tenants
- Lower carbon emissions
- Generate an income through a roof rental agreement for the Council.

2. What main areas or activities does it cover?

- Strategic housing
- Asset management
- Sustainability
- Legal services
- Procurement
- Communications

3. Who are the main audience, users or customers who will be affected?

- The project will impact directly on around 1500 households who are Council tenants as well as communications going to all Council tenants and leaseholders. The project will also be a visible mark of the Council and Colchester Borough Homes commitment to sustainability and will be promoted borough wide.

4. What outcomes do you want to achieve from the policy, service or strategy?

- The project seeks to achieve an income through a roof rental agreement with our preferred supplier
- It will save around 1,200 households up to £150/year on energy bills
- It will reduce CO2 emissions by around 1,500tonnes
- It will raise awareness of sustainability, energy efficiency and carbon reduction to the wider community

5. Are other service areas or partner agencies involved in delivery? If so, please give details below:

- Breyer Group (Supplier)
- Strategic Policy & Regeneration
- Colchester Borough Homes
- Corporate Management
- Street Services
- Procurement HUB (Braintree)

6. Does the policy, service or strategy help to further or facilitate to our 'general duty'¹ to:

- (a) eliminate unlawful discrimination, harassment and victimisation?
- (b) advance equality of opportunity between people who share a 'protected characteristic'² and those who do not?
- (c) foster good relations between people who share a protected characteristic and those who do not?

- Yes

If you have answered 'no', please give details of the reasons for this decision:

N/A

¹ these 3 points summarise the 'general duty' as it applies to public sector organisations in the Equality Act 2010

² The Equality Act's 'protected characteristics' include age, disability, gender reassignment, pregnancy and maternity, race, religion or belief and sex and sexual orientation. It also covers marriage and civil partnerships, but not for all aspects of the duty.

7. If you answered 'yes' to any of the sections in Question 6 (above), please complete the following in order to identify how the policy, practice or strategy furthers the aim of the 'general duty':

'Protected characteristic' group		How does it help to 'eliminate unlawful discrimination, harassment and victimisation'?	How does it help to 'advance equality of opportunity between people who share a protected characteristic and those who do not'?	How does it help to 'foster good relations between those who share a protected characteristic and those who do not'?
Age	Older people (60+)	Specific action will be taken to ensure that those tenants with a relevant 'protected characteristic' (where a potential negative impact has been identified, see further below) do not suffer indirect discrimination.	Specific action will be taken to ensure that all eligible tenants, including those with specific support needs related to a 'protected characteristic' where relevant, will be in a position to be able to take advantage of this scheme. See question 10 below for more details.	
	Younger people (17-25) and children (0-16)			
Disability	Physical	As above	As above	
	Sensory	As above	As above	
	Learning	As above	As above	
	Mental health issues	As above	As above	
Ethnicity ³	Other – <i>please specify</i>			
	White			
	Black			
	Chinese			
	Mixed Ethnic Origin			
	Gypsies/ Travellers			
	Other – <i>please state</i>			

³ Census 2011 categories are: Bangladeshi, Indian, Pakistani, Other Asian (Asian or Asian British); African, Caribbean, Other Black (Black or Black British); White and Black African, White and Asian, White and Black Caribbean (Mixed); British, Irish; Other White (White); Chinese, Other (Other ethnic group).

'Protected characteristic' group		How does it help to 'eliminate unlawful discrimination, harassment and victimisation'?	How does it help to 'advance equality of opportunity between people who share a protected characteristic and those who do not'?	How does it help to 'foster good relations between those who share a protected characteristic and those who do not'?
Language	English not first language	As above	As above	
Pregnancy and Maternity	Women who are pregnant or have given birth in last 26 weeks	As above	As above	
Religion or Belief	People with a religious belief (or none) ⁴			
Sex	Men			
	Women			
	Transsexual / gender reassignment			
Sexual Orientation	Lesbian, gay and bisexual			
Marriage and Civil Partnership ⁵	People who are single, married or in a civil partnership		not applicable	not applicable

8. Are there any concerns that the policy, service or strategy could have a differential impact in terms of equality?

Yes – See table below.

'Protected characteristic' group		Positive Impact	Explain how it could benefit the group	Negative Impact	Explain how it could disadvantage the group

⁴ For example, Buddhist, Christian, Hindu, Jewish, Muslim, Sikh or no religious belief.

⁵ Our legal duty in respect of 'marriage or civil partnership' extends only to the need to eliminate unlawful discrimination.

'Protected characteristic' group		Positive Impact	Explain how it could benefit the group	Negative Impact	Explain how it could disadvantage the group
Age	Older people (60+)	X	Installation of PV will help to reduce energy bills by providing a proportion of free energy during daylight hours. This will particularly benefit residents who may be at home during the day and will help to reduce fuel poverty.	X	Some older people may be less willing to take advantage of this opportunity due to a lack of knowledge of, and distrust of, this new technology.
	Younger people (17-25) and children (0-16)	X	As above		
Disability	Physical	X	As above	X	People with a disability may be less likely to take advantage of this opportunity due to the enhanced perceived impact of disruption associated with this work.
	Sensory	X	As above	X	As above
	Learning	X	As above	X	As above and this group may also have more difficulty understanding the project.
	Mental health issues	X	As above	X	Some conditions such as dementia may mean that some individuals have more difficulty understanding this project.
	<i>Other – please specify</i>				
Ethnicity	White	X	As above		
	Black	X	As above		
	Chinese	X	As above		
	Mixed Ethnic Origin	X	As above		
	Gypsies/ Travellers	X	As above		
	<i>Other – please state</i>				
Language	English not first language	X	As above	X	Some individuals within this group may have more difficulty understanding the project.

'Protected characteristic' group		Positive Impact	Explain how it could benefit the group	Negative Impact	Explain how it could disadvantage the group
Pregnancy and Maternity	Women who are pregnant or have given birth in last 26 weeks	X	As above	X	This group may be less likely to take advantage of this opportunity due to the enhanced perceived impact of disruption associated with this work.
Religion or Belief	People with a religious belief (or none)	X	As above		
Sex	Men	X	As above		
	Women	X	As above		
	Transsexual / gender reassignment	X	As above		
Sexual Orientation	Lesbian, gay and bisexual	X	As above		
Marriage and Civil Partnership	People who are single, married or in a civil partnership	X	As above		

9. Could the policy, service or strategy discriminate⁶ against any 'protected characteristic', either directly or indirectly?

- No the project will include all residents who live in suitable properties regardless of any protected characteristic. The Tenant Liaison Officers will offer additional support to those residents who require it to access the project and also to those who may require additional support during the installation process.

10. If you have identified any negative impacts above, have you been able to minimise or remove them, and if so, how?

The nature of the project means that inclusion is based on property and location including the orientation of the property, roof structure and shading. Residents who are included in the project will be asked for information about any physical or language needs

⁶ Direct discrimination occurs when a person is treated less favourably than another in a comparable situation because of their 'protected characteristic' whether on grounds of age, disability, pregnancy and maternity, ethnicity; religion or belief; sex (gender), sexual orientation, or Marriage and Civil Partnership. Indirect discrimination occurs when an apparently neutral provision or practice would nevertheless disadvantage people on the grounds of their 'protected characteristic' unless the practice can be objectively justified by a legitimate aim.

in order that the installation process takes this into account. In addition Colchester Borough Homes already collects information on tenants which include disabilities

- **Older people** – Work will be carried out to support tenants who decline participation in the project to ensure that they fully understand the scheme and the minimum disruption involved. Tenant liaison officers (TLO) have been assigned specifically to this project and will ensure that all eligible tenants will have the opportunity to access and engage in this project.
- **People with a disability** - Work will be carried out to support tenants who decline participation in the project to ensure that they fully understand the scheme and the minimum disruption involved. Tenant liaison officers (TLO) have been assigned specifically to this project and will ensure that all eligible tenants will have the opportunity to access and engage in this project. Where specific needs are identified additional support will be offered during the installation process.
- **English not first language** - Work will be carried out to support tenants who decline participation in the project to ensure that they fully understand the scheme. Tenant liaison officers (TLO) have been assigned specifically to this project and will ensure that all eligible tenants will have the opportunity to access and engage in this project. This group will receive specific support, including translation services, where required.
- **Pregnancy and maternity** - Work will be carried out to support tenants who decline participation in the project to ensure that they fully understand the scheme and the minimum disruption involved.

Councillors will also be invited to support their local residents who have declined to take part in the project to ensure that the decision has been made in the light of appropriate information.

Summary and findings of Initial Equality Impact Assessment – screening stage

11. Please put a tick in the relevant box to confirm your findings, and what the next step is:

Findings	Action required
No likely negative impacts have been identified and this has been justified with reference to consultation, data or information. <input type="checkbox"/>	Sign off screening and finish.
Likely negative impacts have been identified but have been minimised or removed. <input checked="" type="checkbox"/>	Sign off screening and finish.
Likely negative impacts were identified but have not been minimised or removed. <input type="checkbox"/>	Sign off screening and complete a full

	impact assessment – Section 2.
There is insufficient evidence to make a judgement. <input type="checkbox"/>	Sign off screening and complete a full impact assessment – Section 2.

12. Name and job title of person completing this form:

- Sam Preston
- Strategy and Performance Officer

13. Date of completion:

- 9/12/11

14. Date for update or review of this screening:

- 9/12/14