

Equality Impact Assessment - Optional EqlA Review

Reference: EQIA118239378

Submitted: 15 May 2019 10:34 AM

Executive summary

Title of policy or decision: Essex Core Estate (Buildings) LED Lighting Upgrade Phase 1

Describe the main aims, objectives and purpose of the policy (or decision): The delivery of energy saving LED lighting upgrades to 8 selected libraries and office buildings. These buildings are County Hall (B Block and Library), Witham, Rayleigh, Billericay, Clacton and Braintree Libraries, Mulberry Tree and Goodman House.

What outcome(s) are you hoping to achieve?: Help create great places to grow up, live and work, Transform the council to achieve more with less

Which strategic priorities does this support? - Help create great places to grow up, live and work: Help secure sustainable development and protect the environment

Which strategic priorities does this support? - Transform the council to achieve more with less: Limit cost and drive growth in revenue

Is this a new policy (or decision) or a change to an existing policy, practice or project?: a new policy (or decision)

Please provide a link to the document / website / resource to which this EqlA relates:

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/749537/Lighting

Please upload any documents which relate to this EqlA, for example decision documents:

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/749537/Lighting

Assessing the equality impact

Use this section to record how you have assessed any potential impact on the communities likely to be affected by the policy (or decision): the buildings are major office sites and libraries, we have therefore ensured that the project delivery team would closely coordinate with the current facilities managers. Furthermore a schedule plan on the installation dates would be announced through staff notice.

Does or will the policy or decision affect:

Service users: No

Employees: No

The wider community or groups of people, particularly where there are areas of known inequalities: No

Which geographical areas of Essex does or will the policy or decision affect?: All Essex

Will the policy or decision influence how organisations operate?: No

Will the policy or decision involve substantial changes in resources?: No

Is this policy or decision associated with any of the Council's other policies?: No

Description of impact

Description of Impact. If there is an impact on a specific protected group tick box, otherwise leave blank.:

Disability - sensory impairment, No impact on any of the above groups

Disability - sensory impairment

Nature of impact: Positive

Please provide more details about the nature of impact: LED lights are an improvement over the existing lighting in the buildings and would be better for people with sensory disabilities. These LED equipment are brighter and emit less heat compared to the conventional lighting.

Extent of impact: Medium

Please provide more details about the extent of impact: LED lighting will be available in the office buildings and libraries already highlighted

Action plan to address and monitor adverse impacts

Does your EqlA indicate that the policy or decision would have a medium or high adverse impact on one or more equality groups?: No

Details of person completing the form

I confirm that this has been completed based on the best information available and in following ECC guidance: I confirm that this has been completed based on the best information available and in following ECC guidance

Date EqlA completed: 15/05/2019

Name of person completing the EqlA: Oladipo Lafinhan

Email address of person completing the EqlA: Oladipo.Lafinhan@essex.gov.uk

Your function: Infrastructure & Environment

Your service area: Waste and Environment

Your team: Commercial Development

Are you submitting this EqlA on behalf of another function, service area or team?: No

Email address of Head of Service: Thomas.Day@essex.gov.uk