

Equality Impact Assessment - Optional EqIA Review

Reference: EQIA181907404

Submitted: 07 April 2020 09:07 AM

Executive summary

Title of policy or decision: Low Carbon Across the South East (LoCASE) 4 (Public Sector Building Improvements)

Describe the main aims, objectives and purpose of the policy (or decision): Grant funding to install energy efficiency measures and improvements within the ECC estate. to reduce running costs and carbon emissions.

What outcome(s) are you hoping to achieve?: Transform the council to achieve more with less

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 EqIA relates: N/A

Please upload any documents which relate to this EqIA, for example decision documents: N/A

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 works will all be completed on ECC owned assets with proposed interventions due to have positive impact on staff comfort due to improvements in lighting, heating and building management. All buildings which will be affected by this project will meet all necessary guidance for employees with disabilities.

Does or will the policy or decision affect:

Service users: No

Employees: Yes

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?: Yes

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.

You will be given the opportunity to rate identified impacts as positive, negative or neutral on the next page: No impact on any of the above groups

I confirm that I have considered the potential impact on all of the protected characteristics: I confirm that I have considered the potential impact on all of the protected characteristics

Describe any actions that have already been taken to mitigate negative impacts on any of the protected characteristics: N/A

Action plan to address and monitor adverse impacts

Does your EqIA 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 EqIA completed: 07/04/2020

Name of person completing the EqIA: Aaron Goldie-McSorley

Email address of person completing the EqIA: Aaron.GoldieMcSorley@essex.gov.uk

Your function: Infrastructure & Environment

Your service area: Environment & Climate Action

Your team: Commercial Development

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

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