

Equality Impact Assessment (EqIA)

The Equality Act 2010 introduced the Public Sector Equality Duty which states that a public authority must, in the exercise of its functions, have due regard to the need to:

1. Eliminate discrimination, harassment and victimisation and any other conduct prohibited by or under the Act
2. Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it
3. Foster good relations between persons who share a relevant protected characteristic and persons who do not share it

This document demonstrates how the Council is meeting the Public Sector Equality Duty by setting out the findings of an equality analysis that has been undertaken in relation to a proposed change to assess whether it has a disproportionate impact on people who share a protected characteristic. The Council's Equality Impact Assessment (EqIA) process covers additional groups not 'protected' by section 149 of the Equality Act 2010, including care leavers and care experienced adults.

1. Background

Directorate	Corporate Resources
Service area	Asset Management & Property Services
Title of the proposed change being assessed i.e. the policy, service or other development	Solar Photovoltaics installation at maintained schools in Gloucestershire.

Describe the purpose of the proposed change and the intended outcomes
<p>That Cabinet:</p> <ol style="list-style-type: none"> 1. Approves the release of up to £2m from the budget approved at Full Council in February 2024 as part of 2024/25 budget to provide solar PV on selected maintained schools' premises through the purchase and installation of the solar photovoltaic panels and associated equipment/infrastructure described in Recommendation 2 below; 2. Delegates authority to the Assistant Director of Asset Management & Property Services, in consultation with the Cabinet Member for Finance and Change, to: <ol style="list-style-type: none"> a) Conduct, subject to the financial restrictions set out in the Resourcing Implications section of this report below, a competitive procurement process under the CCS (Crown Commercial Service) RM6313 Demand Management & Renewables dynamic purchasing system (DPS) for such number of contracts as may be deemed necessary for the purpose of purchasing and installing solar photovoltaic panels at all maintained schools in Gloucestershire that have been selected by the council to receive such panels and associated equipment/infrastructure. b) Award such contract(s) to the preferred tenderer(s).

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Who is affected by the proposals?

Service users:	Yes
Wider community:	Yes
Workforce:	NO
Other (please specify):	

Decision to be taken and decision maker	Cabinet – Key Decision
Person(s) responsible for completing this assessment	Rob Barnes – Head of Property Delivery
Date of this assessment	18 th April 2024

2. Information and Data Collection

Summarise how you have collected the information and data required to assess the current situation (section 3.1 below) and the potential or actual impact of the proposed change (section 3.2 below) on those who share the protected characteristics and the additional groups (e.g. survey of services users, running community focus groups, analysing service usage data, engaging with staff networks). The actual information and data should be set out in Appendix 1 (Service Users) and Appendix 2 (GCC staff).

If there are any gaps, include an action in section 4 to fill these. This does not mean that you cannot complete the equality impact assessment, but you need to follow-up the action and revisit as part of the monitoring and review arrangements set out in section 5.

Stakeholders	Engagement and Consultation	Other Sources
Service Users / Wider Community	<p>Asset Management & Property Services – Head of Property Delivery</p> <p>The current Gloucestershire Climate Change Strategy highlights how a County wide approach is needed to reduce our emissions.</p> <p>This programme of work aims to deliver sustainable technology to public buildings across the County that are used by the wider community.</p>	<p>A large amount of climate change research and the impacts of this on all citizens exists. The sustainability team keep up to date with the latest information through newsletters, webinars, networking, peer to peer groups and research including;</p> <ul style="list-style-type: none"> • Climate scorecards. • Data collected and collated by DESNZ and BEIS on carbon emissions in the county. • Community groups – e.g. community co-op, local repair cafes, GYCG. • Census data and information. • Public attitude surveys. • Relevant legislation internationally, nationally and locally (subject to the 2011 Localism Act).

		<ul style="list-style-type: none"> • Cross-council and regional collaboration. Climate preparedness forums regionally
Workforce	<p>Research has taken place through the workforce 2023 equality and diversity report.</p> <p>https://www.gloucestershire.gov.uk/media/r3pb5zfg/gcc-workforce-equalities-edi-report-2023-draft-v08-1.pdf</p>	
Partners	N/A	
Other	Support Services Education/Children's Services	

3. Equality Assessment

Indicate the impact on each group and explain how you have reached your conclusions (i.e. through analysis of the information and data that was collected through the engagement, consultation and other sources / methods that were set out in section 2).

Consider sub-categories (e.g. different kinds of disabilities) and how the groups are interconnected (e.g. young women) resulting in particular needs or types of disadvantage and discrimination (sometimes known as intersectional or combined discrimination).

3.1 – Status Quo

If the proposal involves changing an existing activity (e.g. policy, service), summarise the key findings from your assessment of the current situation for each of the groups below. If the proposal is completely new, then move straight to section 3.2.

	Service Users	Gloucestershire County Council (GCC) Staff
Protected Characteristics (Equality Act 2010)	No identified significant impact	
Additional Groups (including care leavers / care experienced adults)	No identified significant impact	

3.2 – The Proposed Change

Summarise your assessment of the likely or actual impact of the proposed change on each of the groups. If an action is required, this should be recorded in Section 4.

Service Users

Protected Characteristics / Additional Groups	Positive Impact	Neutral Impact	Negative Impact	Not Sure	Summary of Impact	Action Required (Y/N)?
Age	X				<p><u>Very young and elderly</u> - climate change poses more of a risk, because the effects of extreme heat and extreme cold are more likely to have a detrimental impact on their health and because their ability to adapt and react to extreme weather events (including displacement due to natural disasters) may be effected. https://www.ohchr.org/en/climate-change/impact-climate-change-rights-older-persons</p> <p><u>Young people</u> – as climate change is expected to get more extreme with time, if unaddressed it will have a greater impact on young people throughout their lifetime. Young people are also more likely to be impacted by climate related diseases. https://www.ncbi.nlm.nih.gov/pmc/articles/PMC3059989/</p>	N
Disability	X				<p>Climate change poses more of a risk to some people with disabilities because the effects of extreme temperatures and weather impact on displacement risks . Some people with disabilities are likely to have additional needs in reacting to this extreme events. https://www.unhcr.org/uk/media/disability-displacement-and-climate-change#:~:text=Climate%20change%20may%20lead%20to,risks%20and%20barriers%20to%20inclusion</p>	N
Sex		X			No impact / equal impact	N
Race		X			No impact / equal impact	N

Gender reassignment		X			No impact / equal impact	N
Pregnancy & maternity	X				Climate change poses more of a risk to some pregnant people because the effects of extreme temperatures impact on their health and the ability of pregnant people to adapt to extreme weather events. https://www.ncbi.nlm.nih.gov/pmc/articles/PMC9090695/	N
Religion and/or belief		X			No impact / equal impact	N
Sexual orientation		X			No impact / equal impact	N
Marriage & civil partnership		X			No impact / equal impact	N
Armed Forces community		X			No impact / equal impact	N
Carers		X			No impact / equal impact	N
Care leavers / care experienced adults		X			No impact / equal impact	N
Digital exclusion		X			No impact / equal impact	N
Geography, for example, urban and rural areas	X				People living in urban areas will be disproportionately impacted by climate change due to urban heating effects which contribute to negative health outcomes https://www.bmj.com/content/375/bmj.n2467 However, Carbon emissions per capita are consistently higher in rural areas meaning the people	N

					contributing most to climate change are likely to be less impacted by it https://naei.beis.gov.uk/laghapp/	
Socio-economic disadvantage	X				Generally communities considered to be socioeconomically disadvantaged are more likely to be impacted by the effects of climate change and less likely to be able to adapt to climate change https://www.un.org/esa/desa/papers/2017/wp152_2017.pdf	N
Vulnerable groups of society		X				N
Interconnected Characteristics / Groups	Positive Impact	Neutral Impact	Negative Impact	Not Sure	Summary of Impact	Action Required (Y/N)?

Gloucestershire County Council Staff

Protected Characteristics / Additional Groups	Positive Impact	Neutral Impact	Negative Impact	Not Sure	Summary of Impact	Action Required (Y/N)?
Age	X				The proposal will involve contractors in selecting employees covering age and gender.	N
Disability	X				Contractor/suppliers will be required to provide details of policies related to Equality & Diversity	N
Sex	X				The proposal will involve contractors in selecting employees covering age and gender.	N
Race	X				Contractor/suppliers will be required to provide details of policies related to Equality & Diversity	N
Gender reassignment	X				Contractor/suppliers will be required to provide details of policies related to Equality & Diversity	N
Pregnancy & maternity		X			Contractor/suppliers will be required to provide details of policies related to Equality & Diversity	N
Religion and/or belief		X			Contractor/suppliers will be required to provide details of policies related to Equality & Diversity	N
Sexual orientation		X			Contractor/suppliers will be required to provide details of policies related to Equality & Diversity	N
Marriage & civil partnership		X			Contractor/suppliers will be required to provide details of policies related to Equality & Diversity	N

Armed Forces community		X			Contractor/suppliers will be required to provide details of polices related to Equality & Diversity	N
Carers		X			Contractor/suppliers will be required to provide details of polices related to Equality & Diversity	N
Care leavers / care experienced adults		X			Contractor/suppliers will be required to provide details of polices related to Equality & Diversity	N
Digital exclusion		X			Contractor/suppliers will be required to provide details of polices related to Equality & Diversity	N
Geography, for example, urban and rural areas		X			Contractor/suppliers will be required to provide details of polices related to Equality & Diversity	N
Socio-economic disadvantage		X			Contractor/suppliers will be required to provide details of polices related to Equality & Diversity	N
Vulnerable groups of society		X				N
Interconnected Characteristics / Groups	Positive Impact	Neutral Impact	Negative Impact	Not Sure	Summary of Impact	Action Required (Y/N)?

4. Action Plan

Set out the key actions that will be undertaken, following the equality assessment in section 3, to further maximise the positive impact or mitigate the negative impact of the proposal on the protected characteristics and additional groups prior to implementation (any negative consequences should be eliminated, minimised or counter-balanced by other measures):

Identified Potential or Actual Impact	Recommended Action(s)	Owner	Target Completion Date
Positive	Ensure ITT includes Contractors/suppliers will be required to demonstrate they comply with the Equalities Act 2010.	Rob Barnes	September 2024

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5. Monitoring and Review

Public bodies must have regard to the aims of the duty not only when a policy, service or development is being created and decided upon, but also when it is implemented and at regular intervals thereafter. The Equality Duty is a continuing duty.

Lead officer(s):	Rob Barnes
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Part 1 – Initial arrangements (up to around six months following implementation)


Date of the post implementation review:	
<p>Approach to <u>measuring the impact</u> of the change to enable a <u>comparison</u> between the <u>anticipated impact</u> (as set out in section 3) with the <u>actual impact</u>:</p> <ul style="list-style-type: none"> ▪ What mechanisms will be used? 	<p>Equality duty Measures will be monitored through procurement platform for the supply and installation on the Solar PV's in GCC schools as ongoing standard T</p> <p>The generated zero carbon electricity generated from the systems will be monitored. This is part of the ongoing requirement within the Solar PV supply and installation withing Gloucestershire schools. This will also be reported on annually with our renewable energy generation being calculated against our overall carbon footprint.</p>


<ul style="list-style-type: none"> How will service users / the wider community / GCC staff and other stakeholders be involved? 	<p>Review of site specific generation will also be completed, to help ensure generation and site usage are compared – enabling sites to be “off grid” for as long as possible. This will be achieved by engaging with staff and building users alike.</p>
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Part 2 – Ongoing arrangements (from around six months onwards)

<p>Frequency of monitoring and review:</p>	<p>This programme of work will be completed by YE 26/27. The installations have a 20+ year lifespan – and will be monitored for efficacy, ROI and carbon saving purposes.</p>
<p>What mechanisms will be used? How will service users / the wider community / GCC staff and other stakeholders be involved?</p>	<p>The benefits of the panels will be monitored through the inverters, billing information, and associated savings – in terms of cost and carbon. This will be reported going forward as part of the Climate Change Strategy.</p>

6. Approval

Signature of Senior Officer	
Name of Senior Officer	Nina Philippidis, Deputy Chief Executive & Executive Director of Corporate Resources.
Date	9 th July 2024

Signature of Decision Maker	
Name of Decision Maker	Cllr Mark Hawthorne, Leader of the Council on behalf of Cllr Lynden Stowe, Deputy Leader and Cabinet Member for Finance and Change
Date	9 th July 2024

Appendix 1 – Service User Data and Information

Details of service users affected by the proposed activity:

Groups	Service User Data and Information
Age	<p>Analysis of the 2011 Census shows that Gloucestershire residents aged 65 or over were more likely than those under 65 to:</p> <ul style="list-style-type: none">• have a long-term limiting illness;• be in poor health;• be living on their own;• be without access to a car;• be providing unpaid care of 50 hours or more a week;• be living in a household without central heating; <p>People aged 50 or over were more likely than those under 50 to:</p> <ul style="list-style-type: none">• be living on their own;• be providing unpaid care;• have no qualifications. <p>There are differences in outcomes between older and younger people in a number of areas including health, caring, risk of isolation and housing.</p>

	<p>Gloucestershire’s ageing population will have financial and resource implications, as this is the age at which GCC adult care and other service support are most likely to be required.</p> <p>The number of people aged 65+ projected to increase by approximately 71,000 or 52.5% between 2018 and 2043.</p> <p>Source: https://www.gloucestershire.gov.uk/media/2113636/equality-profile-2022-v2.pdf</p>
Disability	<p>According to the 2011 Census 16.7% of Gloucestershire residents reported having a long-term limiting health problem or disability; 7.3% reported that their activities were limited ‘a lot’ and 9.5% reported their activities were limited ‘a little’. As age increases, the proportion of respondents reporting a limiting long term health problem increases. In Gloucestershire 18.3% of people aged 50-64 reported a limiting long term health problem, this increased to 49.0% of respondents for the 65+ age group. A similar picture is observed at district, regional and national level.</p>
Sex	N/A
Race	<p>The 2011 Census found that: 7.7% of Gloucestershire residents (46,100 people) were born outside the UK compared with a national figure of 13.4%; of this group, 40.8% were born in another European country and 22.3% were born in the Middle East or Asia. More recent estimates suggest that in 2018/19 11.2% of Gloucestershire residents were born in another country.</p> <p>Ethnic origin:</p> <ul style="list-style-type: none"> • 91.6% of Gloucestershire residents were White British • 2.1% were Asian/Asian British • 1.5% were from a Mixed/Multiple Ethnic group • 0.9% were Black/Black British • 0.6% were White Irish

	<ul style="list-style-type: none"> • 0.1% were of Gypsy or Irish Traveller origin • 3.1% were in an 'other White' category • 0.2% were in another ethnic group. • 36% of the people who were not White British were born in the UK. <p>Overall, 4.6% of the population in Gloucestershire was from Black and Minority Ethnic (BME) backgrounds; this figure increased to 8.4% when the Irish, Gypsy or Irish Traveller and 'other White' categories were included. The proportion of people from Black and Minority Ethnic backgrounds was considerably lower than the national figure of 14.6%.</p> <p>At district level:</p> <ul style="list-style-type: none"> • Gloucester had the highest proportion of people from Black and Ethnic Minorities, at 10.9% of the total population. However, this is still considerably lower than the national figure. • Cheltenham also had a higher proportion of people from Black and Ethnic Minorities (5.7%) than the county-wide figure. • Forest of Dean had the lowest proportion of people from a Black and Ethnic Minority, at 1.5% of the total population.
Gender reassignment	N/A
Pregnancy & maternity	N/A
Religion and/or belief	N/A
Sexual orientation	N/A
Marriage & civil partnership	N/A
Armed Forces community	N/A
Carers	N/A

Care leavers / care experienced adults	N/A
Digital exclusion	N/A
Geography, for example, urban and rural areas	
Socio-economic disadvantage	
Vulnerable groups of society	

Appendix 2 – Gloucestershire County Council Staff Data and Information

Details of GCC staff affected by the proposed activity:

Groups	GCC Workforce Data and Information
Age	
Disability	
Sex	
Race	
Gender reassignment	
Marriage & civil partnership	
Pregnancy & maternity	
Religion and/or belief	

Sexual orientation	
Armed Forces community	
Carers	
Care leavers / care experienced adults	
Digital exclusion	
Geography, for example, urban and rural areas	
Socio-economic disadvantage	
Vulnerable groups of society	
