

Equality Impact Assessment (EIA)

Energy Conservation

Equality impact, needs and requirements assessment form

Please use this form to record your findings, proposed actions, equality objectives and targets. Use the guidance notes to help you do the assessment or contact the Equality Standard Project Manager if you need some advice

About the policy, practice, service or function you are assessing

Name of policy, practice, service or function: ENERGY CONSERVATION

Assessment team leader name: CHRIS EDWARDS

Department responsible: CORPORATE AND ADULT SOCIAL SERVICES Service Area: PROPERTY SERVICES –

DESIGN /

Other members of assessment team:

Name	Position	Area of expertise	Comments
Derek Jinks	Design Services Manager	Building and procurement	
Neil Norwood	Energy Manager	Energy management and conservation – Chartered Engineer	
John Lightfoot	Quantity Surveyor	Building surveying and project management	Representative on Departmental Equalities Group

Question	Response/ findings
<p>What are the main aims and objectives or purpose of the policy, practice, service or function that you are assessing?</p>	<p>Energy management in the Council's non-housing buildings.</p> <p>Energy Policy for buildings: to reduce energy consumption, CO² emissions and environmental impact of the design and operation of new and existing buildings.</p>
<p>Who implements, carries out or delivers the policy, practice, service or function? Please state where this is more than one person, team, department, or body – and include any outside organisations who deliver under procurement arrangements</p>	<p>Energy Manager. Energy efficiency improvement work is implemented by external contractors</p>
<p>Who is affected by the policy, practice, service or function, or by how it is delivered? Such as, who are the external and internal customers, groups, or communities?</p>	<p>All users of Council buildings and the public at large.</p>
<p>What outcomes do we want to achieve, why and for whom? For example, what do you want to be providing, how well, what changes or improvements, and what should the benefits be for customers, groups or communities?</p>	<p>Provide a good internal environmental whilst reducing the impact of energy use on the external environment. Sustainable building design.</p> <p>Some improvements achieved to buildings and consequent reductions in CO² outputs.</p> <p>On-going programme of energy conservation measures – budget dependent.</p>
<p>What existing or previous inspections of the policy, practice, service or function are there? For example, Best Value Inspections, policy reviews, research into the effects of a policy or practice.</p> <p>What did they tell you?</p>	<p>None, although energy is currently subject to a review by the Planning and Environment Commission</p>
<p>Identifying potential equality issues and factors</p>	
Question	Response/ findings

What do you already know about the equality impact or need? For example, from research, feedback, consultation or any performance monitoring	There are no known or potential equality issues and factors for this function.
Is there any evidence of higher or lower take up under the policy or practice, or of the service or function for any particular groups? For example, who uses the service, who doesn't and why not?	No evidence or perception
Have there been any important demographic changes or trends locally? For example is the population changing, and if so, how and what might that mean for the service or function?	Not applicable
Is there an indication that any of the policies or practices involved with the service or function creates particular problems or difficulties for any groups of customers or communities?	No
What information or data exists? For example, statistics, customer feedback, complaints, research, monitoring – who keeps it and can you get hold of it?	None other than energy use statistics.
Does any equality or diversity objectives already exist? If so, what are they and what is current performance like against them?	None
Is the service having a positive or negative effect on particular people in the community, or particular groups or communities?	Not on any particular group of people or community. Benefits of energy conservation affect all by creating a healthier environment and reducing Council Tax bills

Collecting the information and data about how the policy, practice, service or function, impacts on communities

Please record your information and data in this table and think about:

what information or data you will need
using both quantitative and qualitative data

making sure that where possible there is information that allows all perspectives to be considered
 identifying any gaps in the information/ data and what it can tell you

Data or information	When and how was it collected?	Where is it from?	What does it tell you? You need to consider all six equality strands where you can	Gaps in information
Customer feedback and complaints				
Consultation and community involvement				
Performance information including Best Value				
Take up and usage data				
Comparative information or data where no local information				
Census, national or regional statistics				
Access audits or assessments such as DDA assessments				
Workforce profile	Monitored corporately including recruitment and selection			

Where service delivered under procurement arrangements – workforce profile for deliverers	Limited employment of contractors/ consultants – ethnic background not monitored			
Monitoring and scrutiny outcomes				

Analysing the information and data and setting equality objectives and targets

Please give your detailed findings in this table

Service or function	Policy or practice	Findings	Which groups are affected and how	Whose needs are not being met and how?
Energy conservation	Energy management	No differential impact on any particular people, groups or communities		

Objectives - process, impact or outcome based

Please give your proposed objectives/ targets in this table

Objective/Target:	
Specific	
Measurable	
Achievable	
Relevant	
Timed	

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Timed	

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