

Bristol City Council Equality Impact Assessment Form

(Please refer to the Equality Impact Assessment guidance when completing this form)



Name of proposal	The establishment of a Joint Venture company with a strategic partner to meet the City Leap objectives
Directorate and Service Area	Growth and Regeneration, Management of Place, Energy Service
Name of Lead Officer	David White

Step 1: What is the proposal?

Please explain your proposal in Plain English, avoiding acronyms and jargon. This section should explain how the proposal will impact service users, staff and/or the wider community.

1.1 What is the proposal?

The [City Leap prospectus](#) was published in May 2018, and had received over 180 Expressions of Interest by the August deadline. These included a wide range of interest from local, national and international companies wishing to provide technological, financial and consultancy services to support Bristol's ambitions in becoming a carbon neutral city.

Phase 2 of City Leap undertook a detailed assessment of the options for delivering up to £1bn of clean energy investments in the city over the next 10 years. The recommended delivery model will be submitted to April Cabinet requesting support to undertake a procurement process and the subsequent appointment of a strategic partner (or partners) as part of a new Joint Venture (JV) company.

While the establishment of the City Leap Energy Partnership/JV company in itself is of low relevance to the Equality Act 2010, the projects and opportunities that come from City Leap will have significant relevance to a range of communities and protected characteristics as highlighted within the Equality Act. This relevance is not only restricted to the works but also to the methods of communication, engagement and community partnership.

1.2 Relevance check for various elements of the Programme plan

Engagement	Relevance for the Public Sector Equality Duty	Consideration given to reducing discrimination and advancing equality of opportunity

Governance	Medium	Equality Manager, or an officer with responsibility for Equalities, sits on the Board
Political engagement	Low	The EqIA is updated for each report to elected members - completed
Energy Service pipeline of opportunities as described in City Leap prospectus	Medium – includes an opportunity to reduce fuel poverty through domestic energy efficiency	<p>The City Leap Energy Partnership includes a recommendation to continue with a range of energy related services, and their associated contributions to city sustainability and reducing fuel poverty, whilst removing the need for the council to fund the service.</p> <p>Good detail is gathered on needs of customers from different socio-economic backgrounds.</p>
Marketing and Website	Medium	<p>This will be relevant to some of the programmes, for example Warm Up Bristol. Some customers will need more support to understand their options. Council tenants and those living in fuel poverty are a priority group to benefit information is designed to be accessible. Will be in-line with the council’s adopted standards of accessibility. Future website updates will maintain a commitment to providing a website that is accessible to the widest possible audience, regardless of technology or ability. We are actively working to increase the accessibility and usability of our website.</p>
Bristol Energy Staff	Low	No plans to reduce staffing levels.
Potential BCC Staff Transfer	Medium	Any Joint Venture which may be established following the City Leap procurement stage will need to develop equalities policies for staff and customers, especially in the event of council staff being TUPE’d from existing

		council contracts.
BCC Asset transfer	Low	Little equalities relevance for transfer of biomass boilers, Wind turbines etc
BCC Contracts	Low	Little equalities relevance for transfer of biomass boilers etc
ICT Systems	Medium	Need to be accessible for the customer but minimum ability to influence as there is only one energy ICT system available on the market, which can be purchased. Need to provide accessibility systems to staff as part of reasonable adjustments.
Process Documentation, Staff Training	Low Medium	Little equalities relevance Staff need to be trained to handle enquiries from people with complex needs
Premises	Medium	New premises needs to be accessible to ensure disabled staff can work for the company or disabled partners can attend meetings at the company as needed
Supply Program	Low	Continuation of existing activities
Investment Program	Medium	Continuation of existing activities.
Environmental Performance	Low	Continuation of existing activities
Housing Program	Medium	Dedicated marketing and communication will support potential customers to understand their options.
Infrastructure program	Medium	Continuation of existing activities

Step 2: What information do we have?

Decisions must be evidence-based, and involve people with protected characteristics that could be affected. Please use this section to demonstrate understanding of who could be affected by the proposal.

2.1 What data or evidence is there which tells us who is, or could be affected?

It should be noted that the recent Hills Review found

“The three main groups of people likely to experience particularly negative health impacts of fuel poverty are the elderly, infants, disabled people and those living with long term sickness. 34 per cent of fuel poor households contain someone with a disability or long-term illness, 20 per cent have a child aged 5 or under, and 10 per cent a person aged 75 or over. Given their vulnerability to the impacts of fuel poverty, these groups are an obvious priority for interventions that make it easier to keep warm, even if they do not have the very greatest fuel poverty gaps” *Hills 2012*.

As this is a citywide programme, there is potential for all residents to be affected. Sources of data and evidence specific to people with protected characteristics are included in Section 3.1.

2.2 Who is missing? Are there any gaps in the data?

There are gaps in our diversity data for some protected characteristics citywide, especially where this has not historically been included in census and statutory reporting e.g. for sexual orientation.

2.3 How have we involved, or will we involve, communities and groups that could be affected?

This proposal has been informed by previous engagement and consultation with Bristol citizens that was conducted as part of the establishment of the Energy Service company.

We’re committed to building strong links with communities and groups with protected characteristics and showing due regard for all communities where any future projects may be located.

The governance structure of the new Joint Venture company will include a community engagement plan to ensure the ongoing involvement of local communities and equalities groups.

Step 3: Who might the proposal impact?

Analysis of impacts on people with protected characteristics must be rigorous. Please demonstrate your analysis of any impacts in this section, referring to all of the equalities groups as defined in the Equality Act 2010.

3.1 Does the proposal have any potentially adverse impacts on people with protected characteristics?

- The strategy to set up a Joint Venture company will not result in any groups being disadvantaged
- Each delivery activity of the strategy i.e. a project, will undertake its own impact assessment.
- These impacts will be addressed and planned for within the planning stages of the delivery activity.
- We will consider the end user and accessibility from the start of the planning process, any assistance needs will be designed and developed into applications before they are delivered.

Renewable Energy, and Commercial Energy efficiency and smart energy systems	Domestic Energy Efficiency and smart energy systems	Environmental Performance	Heat Networks
<p>Age No Impact</p> <p>Disability No Impact</p> <p>Ethnicity No Impact</p> <p>Gender representation No Impact</p> <p>Pregnancy & Maternity No Impact</p> <p>Religion & belief</p> <ul style="list-style-type: none"> • Many religious communities contain 	<p><u>Age</u></p> <ul style="list-style-type: none"> • Poorer older people and younger families generally spend longer in their home than the “average” householder. • The vast majority of households have little or very basic understanding about how to control or adjust their heating systems. • Most households do not like the disturbance of building works, in 	<p>Age No Impact</p> <p>Disability No Impact</p> <p>Ethnicity No Impact</p> <p>Gender representation No Impact</p> <p>Pregnancy & Maternity No Impact</p> <p>Religion & belief No Impact</p> <p>Sexual Orientation No Impact</p>	<p>The project does not affect service access, levels of representation or reduce the quality of life. It provides a wider positive impact to reduce the effects of climate change for the benefit of the world which in the wider context will generally assist the world poor.</p> <p>The initial investment will not address the fuel poverty and socio economic disadvantage of the people of Bristol. The project</p>

<p>within their belief systems care for the environment. Religious communities can therefore provide positive support and engagement routes for the company, which can be highly successful.</p> <p>Sexual Orientation No Impact</p>	<p>general older people or younger families often put off work because of the disturbance factor.</p> <ul style="list-style-type: none"> • Many older and disabled people are put off the government's energy efficiency programmes because of their complexity and fear of taking on debt. • Sources: Department of Energy & Climate Change (2012) <i>Annual Report on Fuel Poverty</i>; National Energy Action (2012) <i>Focus groups of older people, families and households with disabilities and long-term health conditions.</i> <p>Disability</p> <ul style="list-style-type: none"> • Many households that contain people with a physical disability generally spend longer in their home than the non-disabled households, and require higher levels of heat. • Economic activity levels are much lower for the 		<p>will achieve the installation of the infrastructure to produce cheaper heating. In the future the intention is that the investment will address fuel poverty/socio economic disadvantage of the people of Bristol by providing lower cost heat where domestic properties are connected to the network.</p>
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	<p>disabled people in Bristol than for nondisabled people. Three quarters (75.4%) of disabled people aged 16 and over are economically inactive compared to a quarter (24.9%) of those not disabled.</p> <ul style="list-style-type: none">• The vast majority of households have little or very basic understanding about how to control or adjust their heating systems. This is particularly compounded in households where the householder is physically disabled.• Households with mental health disability, especially where the householder has a mental health disability have significant compounded and multiple issues leading to these homes paying the highest fuel costs and not accessing support, or utilising their heating systems efficiently resulting in them being the most		
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	<p>coldest homes in the city.</p> <ul style="list-style-type: none"> • Many older and disabled people are put off the government's energy efficiency programmes because of their complexity and fear of taking on debt. • Most households do not like the disturbance of building works, in general households with a physical disability have a greater requirement to minimise disturbance and greater occupants needs than the "average" household. • Sources: Census (2011), Department of Energy & Climate Change (2012) <i>Annual Report on Fuel Poverty</i>; National Energy Action (2012) <i>Focus groups of older people, families and households with disabilities and long-term health conditions.</i> <p>Ethnicity</p> <ul style="list-style-type: none"> • The vast majority of 		
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	<p>households have little or very basic understanding about how to control or adjust their heating systems. This is particularly compounded in some BME households where there can be a language or cultural barrier to the householder understanding their heating system. For example 5.1% of households in Bristol did not have anyone living in them who had English as a main language.</p> <ul style="list-style-type: none"> • Some BME households have cultural and /or language issues leading to these homes paying the highest fuel costs and not accessing support. • Most households do not like the disturbance of building works, in some BME communities this is compounded by language barriers. • Sources: <ul style="list-style-type: none"> - Kensington & Chelsea Community Enterprises CIC (2012) <i>Switching household energy tariffs – an action research study</i> - Centre for Sustainable Energy (2005) <i>Developing</i> 		
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effective energy advice for BME Communities,
<http://www.cse.org.uk/pdf/pub1042.pdf>

– Damon Gibbons & Rosanna Singler (2008) *Cold Comfort: A review of coping strategies employed by households in fuel poverty*

– Equality & Human Rights Commission (2009) *Race discrimination in the construction industry*

- Many Black and minority ethnic households live in the most poor quality housing that costs more to heat than the “average” home.

Pregnancy & maternity

- Households having their first child often experience a utility shock, due to the unexpected increase in utility (heat, power, water) than before, which can lead to budgeting issues.
- The likely disturbance of building works should be considered.

	<p>Sexual orientation</p> <ul style="list-style-type: none"> • A number of LGB households value their home as a “safe space” and are extremely reticent about granting access. <p>Source: http://www.shu.ac.uk/assets/pdf/ceir-LGBTcommunities-executive-summary-Nov2012.pdf Gypsies & Travellers The Gypsies & Travellers community are particularly challenged in terms of access to fuel at reasonable cost as compared to other households. Compounded by the community living in the most inefficient homes within the UK.</p>		
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3.2 Can these impacts be mitigated or justified? If so, how?

Renewable Energy and Commercial energy efficiency and smart energy systems	Domestic Energy Efficiency and smart energy systems	Environmental Performance	Heat Networks
	<p>Age</p> <ul style="list-style-type: none"> • The provision of energy efficiency and renewable energy measures can make a significant difference to making their home warmer and reducing fuel bills. 		

	<ul style="list-style-type: none">• Methods of behavioural support within the home will need to be explored within the business model.• Explore how contractors working under the company's brand can minimise disturbance especially for vulnerable households. <p>Disability</p> <ul style="list-style-type: none">• The provision of energy efficiency and renewable energy measures can make a significant difference to making their home warmer and reducing fuel bills.• Methods of support within the home will need to be explored within the business model.• Significant work around engagement, access, building of trust, reducing disturbance time, advice and support will need to be explored during the consultation period and built into the		
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	<p>operational procedures and work projects of the company.</p> <ul style="list-style-type: none">• Explore how contractors working under the company's brand can minimise disturbance and meet expectations of disabled households. <p>Ethnicity</p> <ul style="list-style-type: none">• The provision of energy efficiency and renewable energy measures can make a significant difference to making their home warmer and reducing fuel bills.• Methods of support within the home will need to be explored within the business model.• Significant work around engagement, access, building of trust, reducing disturbance time, advice and support will need to be explored during the consultation period and built into the operational procedures and work projects of		
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	<p>the company.</p> <ul style="list-style-type: none"> • Explore how contractors working under the company's brand can minimise disturbance and meet cultural expectations. • Explore within the business model, recruitment and through procurement how the number of BME participants can be increased within this sector. • This will assist with communication and engagement with BME households and there must be an understanding of some cultural differences in visiting many households. <p>Gender representation</p> <ul style="list-style-type: none"> • Explore within the business model, recruitment and through procurement how the number of women participants can be increased within this sector. This will assist with communication and engagement 		
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	<p>with the single parent households where the women are in the majority.</p> <p>Pregnancy & maternity</p> <ul style="list-style-type: none">• The provision of energy efficiency and renewable energy measures and fuel advice can make a significant difference to making their home warmer and reducing fuel bills. Methods of support within the home, along with operative engagement will need to be explored within the business model. <p>Religion & belief</p> <ul style="list-style-type: none">• Religious communities can provide support at a practical level, such as identifying households that require special assistance, distribution and endorsement of literature / information, etc. <p>Sexual orientation</p> <ul style="list-style-type: none">• Explore how contractors working under the		
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	<p>company's brand can minimise disturbance, meet customer expectations of respect and inclusivity.</p> <p>Transgender</p> <ul style="list-style-type: none"> • Explore how contractors working under the company's brand can minimise disturbance and meet cultural expectations. • Engagement and consultation with Bristol's Transgender communities will be an essential approach for minimising any potential negative impacts. <p>Gypsies & Travellers</p> <p>The JV will explore the opportunity to provide lower cost fuel. Guidance and links with the council's Gypsies & Travellers Team will be a necessity for realising positive outcomes for residents and their communities.</p>		
<p>3.3 Does the proposal create any benefits for people with protected characteristics?</p>			
	<p>The work projects and engagement approach of the JV will have the following overarching</p>		

	<p>positive benefits:</p> <ul style="list-style-type: none">• Improving the energy efficiency of households that are in fuel poverty thereby making them warmer. It is well documented that circa 35% of households with a disability are in fuel poverty.• By extending the roll-out of the energy community scheme that assist community groups to install renewable energy and energy efficiency technologies on community assets so that they have either an income stream or income saving to their community organisation. In many case we have already assisted community / charities that work with people who have protected characteristics.• The targeting of energy efficiency and renewable measures including low cost loan and equity release schemes		
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	<p>will continue to focus on the most disadvantaged areas of the City.</p> <ul style="list-style-type: none"> • The installation of energy efficiency and renewable technologies typically employs manual and skilled trades as part of our contract terms we will seek a proportion of these to be from underrepresented sections of the communities. <p>These positive benefits will impact upon the following groups:</p> <ul style="list-style-type: none"> • Black and Minority ethnic communities • People with disability • Young families • Older people <p>Communities of religion and belief</p>		
3.4 Can they be maximised? If so, how?			

Step 4: So what?

The Equality Impact Assessment must be able to influence the proposal and decision. This section asks how your understanding of impacts on people with protected characteristics has influenced your proposal, and how the findings of your Equality Impact Assessment can be measured going forward.

4.1 How has the equality impact assessment informed or changed the proposal?
This is a new activity for the Council, and therefore any Joint Venture entity is seeking to build the required effective reporting structures to ensure excellent customer satisfaction across the work projects and to ensure that all the demographic groups have access to services and are being reached.

The assessment highlights the risk to many equalities communities in terms of accessing people in their homes as identified by many as a 'safe space'. To facilitate this need for understanding on a variety of equality communities it is essential that appropriate equality & diversity training be provided to all staff undertaking this work.

Furthermore it is crucial that all customers are made aware of the new service, expectations and their rights and responsibilities related to the service. This information must be available on request in different formats and languages.

4.2 What actions have been identified going forward?

To establish a robust community engagement plan through the governance structure of the new JV company, which taps into existing networks and establishes new networks where required.

4.3 How will the impact of your proposal and actions be measured moving forward?

The monitoring arrangements will be developed as part of a consultation process and then embedded into standard operational procedures.

Service Director Sign-Off:



Date: 15/03/2019

Equalities Officer Sign Off:



Duncan Fleming

Date: 14/3/2019