

Equality Impact Assessment [version 2.9]



Title: Welsman Heat Decarbonisation	
<input type="checkbox"/> Policy <input type="checkbox"/> Strategy <input type="checkbox"/> Function <input checked="" type="checkbox"/> Service <input type="checkbox"/> Other [please state]	<input checked="" type="checkbox"/> New <input type="checkbox"/> Already exists / review <input type="checkbox"/> Changing
Directorate: Growth & Regeneration	Lead Officer name: Sam Bryan
Service Area: Energy Service	Lead Officer role: Programme Manager

Step 1: What do we want to do?

The purpose of an Equality Impact Assessment is to assist decision makers in understanding the impact of proposals as part of their duties under the Equality Act 2010. Detailed guidance to support completion can be found here [Equality Impact Assessments \(EqIA\) \(sharepoint.com\)](#).

This assessment should be started at the beginning of the process by someone with a good knowledge of the proposal and service area, and sufficient influence over the proposal. It is good practice to take a team approach to completing the equality impact assessment. Please contact the [Equality and Inclusion Team](#) early for advice and feedback.

1.1 What are the aims and objectives/purpose of this proposal?

Briefly explain the purpose of the proposal and why it is needed. Describe who it is aimed at and the intended aims / outcomes. Where known also summarise the key actions you plan to undertake. Please use plain English, avoiding jargon and acronyms. Equality Impact Assessments are viewed by a wide range of people including decision-makers and the wider public.

<p>The Energy Service have developed a 'Proactive Maintenance' programme with Property to capitalise on the government's Public Sector Decarbonisation Scheme (PSDS). The aim was to avoid replacing end-of-life heating systems with new fossil fuel assets. The Public Sector Decarbonisation Scheme (PSDS) is the main scheme from central government to support the public sector in decarbonising heat, with a focus on end-of-life fossil fuel heating systems. The Welsman building houses Adult and Children's Services who will shortly be joined by the Youth Offending team. The oil heating system of the building has now failed, and a solution is required to ensure the Council teams have an operational building. Grant funding has been secured to install a renewable heating system in the Welsman building. The grant covers £320k of the project costs – it's matched by £400k of Council match funding.</p>

1.2 Who will the proposal have the potential to affect?

<input checked="" type="checkbox"/> Bristol City Council workforce	<input checked="" type="checkbox"/> Service users	<input type="checkbox"/> The wider community
<input type="checkbox"/> Commissioned services	<input type="checkbox"/> City partners / Stakeholder organisations	
Additional comments:		

1.3 Will the proposal have an equality impact?

Could the proposal affect access levels of representation or participation in a service, or does it have the potential to change e.g. quality of life: health, education, or standard of living etc.?

If 'No' explain why you are sure there will be no equality impact, then skip steps 2-4 and request review by Equality and Inclusion Team.

If 'Yes' complete the rest of this assessment, or if you plan to complete the assessment at a later stage please state this clearly here and request review by the Equality and Inclusion Team.

<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No	[please select]
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We have not identified any significant equality impact from the proposal which is limited to urgently replacing the heating system as existing boilers have failed.

All site staff have been advised of the project and disruption. The staff will operate a reduced contingent of core staff, occupying 1/3 of the building. Due to covid-19, many building users are able to work from home with current equipment. Tenderers are aware of the need for the building to remain open and have submitted project plans for delivery based on this. Facilities management are joint sponsors of the project and will ensure temporary heaters are provided to staff.

We will ensure there is minimal disruption whilst works are being carried out, by carrying out such measures as: providing clear communications; taking such steps as are necessary to minimise dust, dirt and noise; considering the needs of disabled employees and visitors where it may be necessary to restrict access / create detours / limit parking availability etc.

Step 5: Review

The Equality and Inclusion Team need at least five working days to comment and feedback on your EqIA. EqIAs should only be marked as reviewed when they provide sufficient information for decision-makers on the equalities impact of the proposal. Please seek feedback and review from the [Equality and Inclusion Team](#) before requesting sign off from your Director¹.

Equality and Inclusion Team Review: <i>Reviewed by Equality and Inclusion Team</i>	Director Sign-Off: 
Date: 25/10/2021	Date: 25/10/2021

¹ Review by the Equality and Inclusion Team confirms there is sufficient analysis for decision makers to consider the likely equality impacts at this stage. This is not an endorsement or approval of the proposal.