



Equality Impact Assessment [version 2.9]

Title: Establishing the City Leap Energy Partnership	
<input type="checkbox"/> Policy <input type="checkbox"/> Strategy <input checked="" type="checkbox"/> Function <input type="checkbox"/> Service <input type="checkbox"/> Other [please state]	<input checked="" type="checkbox"/> New <input checked="" type="checkbox"/> Already exists / review <input type="checkbox"/> Changing
Directorate: Growth and Regeneration	Lead Officer name: Pete Anderson
Service Area: Energy Services/City Leap	Lead Officer role: Director, Property Assets & Infrastructure

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.

In April 2019, Cabinet approved City Leap, a new approach to delivering low carbon energy infrastructure, such as solar PV, heat networks, heat pumps and energy efficiency measures at scale.

City Leap is an energy partnership between the council and a private sector Strategic Partner. The council will grant access to its estate to deliver low carbon energy infrastructure and facilitate delivery in the wider city, including with existing community energy groups and networks. The Strategic Partner will contribute capital funding, capacity and expertise in the delivery of low carbon energy infrastructure projects.

Following the approval by Cabinet in July 2020 of the Cabinet Report, 'Revised City Leap Energy Partnership', the procurement of the Strategic Partner commenced on 3 August 2020. In its final stage, the procurement process identified three shortlisted Bidders to move into the final stage, as follows:

- Ameresco Limited, with Vattenfall Heat UK Limited as an Essential Sub-Contractor;
- E.ON UK PLC and Marubeni Corporation (acting as a consortium);
- ENGIE Services Holding UK Ltd and Sumitomo Corporation (acting as a consortium)

Following the shortlisting, the next stage of the Procurement commenced in November 2020 which involved weekly dialogue meetings with each of the shortlisted Bidders. The council's City Leap team, supported by colleagues from across the council and external advisors, met with each of the Bidders for over 150 hours to discuss a wide range of issues, including the opportunities for low carbon energy

infrastructure projects on the council’s estate, community energy, local job creation, social value and legal matters.

The Invitation to Tender was published on 16 August 2021 and two bidders subsequently submitted Tenders on 17 December 2021. These bids were evaluated over the course of January and February 2022, a process that involved 16 evaluators, 15 internal subject matter experts (SMEs) and five external SMEs, as well as independent verification of the social value and carbon savings proposed in each bid.

Bidders were required to provide a response to a number of questions across Strategic, Financial and Social Value themes. One of the eight social value question related specifically to Equalities, Diversity and Inclusivity and required the Bidders to respond with their commitments to building EDI into the governance of City Leap, ensuring compliance with PSED 2011 and ensuring that opportunities were created to “actively address inequality and exclusion to enable all of Bristol’s citizens to realise their potential and live safely” throughout the joint venture’s activities. This section of the procurement was co-evaluated with the Head of Equalities and Inclusion.

Upon completion of the evaluation process, the winning Bidder has been confirmed as being Ameresco Limited and the approval to appointment Ameresco Limited as the Preferred Bidder was sought from Cabinet on 5 April 2022. Approval to enter into contracts with Ameresco is now sought at 1 November Cabinet.

For clarity, this assessment covers the council entering into contract with Ameresco Limited as the Preferred Bidder for the City Leap Energy Partnership, and the considerations arising from this partnership and the future launch of the City Leap Energy Partnership all of which is the subject of Cabinet approval in December.

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 checked="" type="checkbox"/> The wider community
<input checked="" type="checkbox"/> Commissioned services	<input checked="" 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.

Yes **No** [please select]

Engagement	Relevance for the Public Sector Equality Duty	Consideration given to reducing discrimination and advancing equality of opportunity
Governance	Medium	Proposed City Leap Board-level ownership of equalities and a named Senior Manager, with

		responsibility for Equalities Strategy and day to day operations who will feed into the Board with EDI being set as a standing item for each meeting.
Political engagement	Medium	The EqIA is updated for each report to elected members and an annual EDI report to be published for the public and elected officials to show progress on KPIs, social value etc.
Pipeline of opportunities as described in the original City Leap prospectus but refreshed as part of the winning Bidder's business plan commitments and KPIs.	Medium	<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, whilst removing the need for the council to fund projects and services.</p> <p>Good detail is gathered on needs of customers from different socio-economic backgrounds. Targeted approach proposed to focus early initiatives on areas of greater deprivation.</p>
Marketing and Website	Medium	<p>This will be relevant to some of the City Leap offers, for energy efficiency schemes for citizens, low-carbon projects for local business, the publication of annual reports etc. 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 existing website and the future City Leap website will adhere to the standards set out by the council.</p>
BCC Staff Transfer	Medium	The Joint Venture which will be established following the City Leap procurement stage will develop a full EDI strategy, equalities

		policies for staff and customers within the first six months of operations.
BCC Asset transfer	Low	Transfer of biomass boilers, heat network assets, 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.
Staff Training	Medium	Staff need to be trained to handle enquiries from people with complex needs and commitments have been made to provide all staff with a range of equalities related training including unconscious bias, diverse recruitment, etc.
Premises	Medium	New office premises for Bristol City Leap will 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
Operations 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?

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

Please use this section to demonstrate an understanding of who could be affected by the proposal. Include general population data where appropriate, and information about people who will be affected with particular reference to protected and other relevant characteristics: <https://www.bristol.gov.uk/people-communities/measuring-equalities-success>.

Use one row for each evidence source and say which characteristic(s) it relates to. You can include a mix of qualitative and quantitative data e.g. from national or local research, available data or previous consultations and engagement activities.

Outline whether there is any over or under representation of equality groups within relevant services - don't forget to benchmark to the local population where appropriate. Links to available data and reports are here [Data, statistics and intelligence \(sharepoint.com\)](#). See also: [Bristol Open Data \(Quality of Life, Census etc.\)](#); [Joint Strategic Needs Assessment \(JSNA\)](#); [Ward Statistical Profiles](#).

For workforce / management of change proposals you will need to look at the diversity of the affected teams using available evidence such as [HR Analytics: Power BI Reports \(sharepoint.com\)](#) which shows the diversity profile of council teams and service areas. Identify any over or under-representation compared with Bristol economically active citizens for different characteristics. Additional sources of useful workforce evidence include the [Employee Staff Survey Report](#) and [Stress Risk Assessment Form](#)

Data / Evidence Source [Include a reference where known]	Summary of what this tells us																																																		
<p>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 older people, 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 have 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.</p> <p>Bristol’s Quality of Life Survey 2021-22 gives us a view of the percentages of residents that are concerned by climate change and this can be broken down by characteristic to better understand engagement within equality groups.</p> <p><i>Three quarters (75.4%) of disabled people aged 16 and over are economically inactive compared to a quarter (24.9%) of those not disabled. This suggests that disabled people in this band could benefit greatly from employment opportunities generated by City Leap and its supply chain, as well as community investment initiatives.</i></p>	<p>As this is a citywide programme, there is potential for all residents to be affected. Sources of data and evidence specific to people with particular protected characteristics are included in Section 3.1.</p> <table border="1" data-bbox="836 1025 1516 2033"> <thead> <tr> <th data-bbox="836 1025 1257 1095">Characteristic</th> <th data-bbox="1257 1025 1516 1095">% concerned about climate change</th> </tr> </thead> <tbody> <tr> <td data-bbox="836 1095 1257 1137">Bristol Average</td> <td data-bbox="1257 1095 1516 1137">86.7</td> </tr> <tr> <td data-bbox="836 1137 1257 1180">Most Deprived 10%</td> <td data-bbox="1257 1137 1516 1180">74.4</td> </tr> <tr> <td data-bbox="836 1180 1257 1223">16 to 24 years</td> <td data-bbox="1257 1180 1516 1223">89.5</td> </tr> <tr> <td data-bbox="836 1223 1257 1265">50 years and older</td> <td data-bbox="1257 1223 1516 1265">82.9</td> </tr> <tr> <td data-bbox="836 1265 1257 1308">65 years and older</td> <td data-bbox="1257 1265 1516 1308">83.2</td> </tr> <tr> <td data-bbox="836 1308 1257 1350">Female</td> <td data-bbox="1257 1308 1516 1350">89.9</td> </tr> <tr> <td data-bbox="836 1350 1257 1393">Male</td> <td data-bbox="1257 1350 1516 1393">83.5</td> </tr> <tr> <td data-bbox="836 1393 1257 1435">Disabled</td> <td data-bbox="1257 1393 1516 1435">81.0</td> </tr> <tr> <td data-bbox="836 1435 1257 1478">Black, Asian and minority ethnic</td> <td data-bbox="1257 1435 1516 1478">80.6</td> </tr> <tr> <td data-bbox="836 1478 1257 1520">Asian/Asian British</td> <td data-bbox="1257 1478 1516 1520">79.1</td> </tr> <tr> <td data-bbox="836 1520 1257 1563">Black/Black British</td> <td data-bbox="1257 1520 1516 1563">67.0</td> </tr> <tr> <td data-bbox="836 1563 1257 1606">Mixed/Multiple ethnic groups</td> <td data-bbox="1257 1563 1516 1606">92.4</td> </tr> <tr> <td data-bbox="836 1606 1257 1648">White</td> <td data-bbox="1257 1606 1516 1648">87.7</td> </tr> <tr> <td data-bbox="836 1648 1257 1691">White Minority Ethnic</td> <td data-bbox="1257 1648 1516 1691">85.9</td> </tr> <tr> <td data-bbox="836 1691 1257 1733">White British</td> <td data-bbox="1257 1691 1516 1733">88.0</td> </tr> <tr> <td data-bbox="836 1733 1257 1776">Christian</td> <td data-bbox="1257 1733 1516 1776">82.6</td> </tr> <tr> <td data-bbox="836 1776 1257 1818">Other religion</td> <td data-bbox="1257 1776 1516 1818">84.4</td> </tr> <tr> <td data-bbox="836 1818 1257 1861">No religion or faith</td> <td data-bbox="1257 1818 1516 1861">89.5</td> </tr> <tr> <td data-bbox="836 1861 1257 1904">Single parent</td> <td data-bbox="1257 1861 1516 1904">87.2</td> </tr> <tr> <td data-bbox="836 1904 1257 1946">Two parent</td> <td data-bbox="1257 1904 1516 1946">86.8</td> </tr> <tr> <td data-bbox="836 1946 1257 1989">No qualifications</td> <td data-bbox="1257 1946 1516 1989">68.4</td> </tr> <tr> <td data-bbox="836 1989 1257 2031">Owner Occupier</td> <td data-bbox="1257 1989 1516 2031">88.2</td> </tr> <tr> <td data-bbox="836 2031 1257 2074">Rented from housing association</td> <td data-bbox="1257 2031 1516 2074">78.2</td> </tr> <tr> <td data-bbox="836 2074 1257 2116">Rented from the council</td> <td data-bbox="1257 2074 1516 2116">68.3</td> </tr> </tbody> </table>	Characteristic	% concerned about climate change	Bristol Average	86.7	Most Deprived 10%	74.4	16 to 24 years	89.5	50 years and older	82.9	65 years and older	83.2	Female	89.9	Male	83.5	Disabled	81.0	Black, Asian and minority ethnic	80.6	Asian/Asian British	79.1	Black/Black British	67.0	Mixed/Multiple ethnic groups	92.4	White	87.7	White Minority Ethnic	85.9	White British	88.0	Christian	82.6	Other religion	84.4	No religion or faith	89.5	Single parent	87.2	Two parent	86.8	No qualifications	68.4	Owner Occupier	88.2	Rented from housing association	78.2	Rented from the council	68.3
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	Rented from private landlord	88.1
	Non degree qualifications	79.5
	Degree qualifications	91.8
	Part-time carer	83.1
	Full-time carer	77
	Carer (All)	81.7
	Parents (All)	86.8
	Lesbian, Gay or Bisexual	87.6

Additional comments:

- Cabinet approval will not result in any groups being disadvantaged and through the procurement’s focus and scoring on social value, the winning Bidder was deemed to score 75% (Good) for the Equalities, Diversity and Inclusivity response of their bid.
- The council, led by the Head of Equalities and Inclusion and via the City Leap Client Function, will ensure the Bidder and future JVCo is held to commitments and KPIs as part of the company setup.
- Each delivery activity of the strategy, i.e. individual project, will undertake its own impact assessment to ensure due regard and that opportunities for tackling inequality are maximised. These impacts will be addressed and planned for within the planning stages of the delivery activity.
- Data will be collected across City Leap and used for reporting, highlighting negative trends and driving improvements in services. Equalities data will be published in an annual report to show progress on key EDI related KPIs and interventions.
- 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.
- EDI related issues will be escalated to JVCo management and Board along with mitigating actions for approval and implementation. Further, EDI breaches will be investigated and remedial action taken where necessary.
- The JVCo will ensure that a formal EDI policy will be implemented for staff.
- Over the first five years of the Partnership, building on the council’s Energy Service’s existing portfolio of low carbon energy projects to deliver or facilitate:
 - £424m in low carbon energy infrastructure, including heat networks, renewable energy, heat pumps, energy efficiency and EV charging;
 - c140,000 tonnes of carbon savings;
 - c182MW of zero carbon energy generation.
 - c£61m of social value, including c£50m of contracts to be delivered by local suppliers.

2.2 Do you currently monitor relevant activity by the following protected characteristics?

<input checked="" type="checkbox"/> Age	<input checked="" type="checkbox"/> Disability	<input checked="" type="checkbox"/> Gender Reassignment
<input checked="" type="checkbox"/> Marriage and Civil Partnership	<input checked="" type="checkbox"/> Pregnancy/Maternity	<input checked="" type="checkbox"/> Race
<input checked="" type="checkbox"/> Religion or Belief	<input checked="" type="checkbox"/> Sex	<input checked="" type="checkbox"/> Sexual Orientation

2.3 Are there any gaps in the evidence base?

Where there are gaps in the evidence, or you don’t have enough information about some equality groups, include an equality action to find out in section 4.2 below. This doesn’t mean that you can’t complete the assessment without the information, but you need to follow up the action and if necessary, review the assessment later. If you are unable to fill in the gaps, then state this clearly with a justification.

For workforce related proposals all relevant characteristics may not be included in HR diversity reporting (e.g. pregnancy/maternity). For smaller teams diversity data may be redacted. A high proportion of not known/not disclosed may require an action to address under-reporting.

Internally there are no gaps in staff data and the JVCo will monitor and evaluate HR data going forward, identifying future gaps and working to address these. There are however some 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 and gender reassignment.

2.4 How have you involved communities and groups that could be affected?

You will nearly always need to involve and consult with internal and external stakeholders during your assessment. The extent of the engagement will depend on the nature of the proposal or change. This should usually include individuals and groups representing different relevant protected characteristics. Please include details of any completed engagement and consultation and how representative this had been of Bristol's diverse communities. See <https://www.bristol.gov.uk/people-communities/equalities-groups>.

Include the main findings of any engagement and consultation in Section 2.1 above.

If you are managing a workforce change process or restructure please refer to [Managing change or restructure \(sharepoint.com\)](#) for advice on consulting with employees etc. Relevant stakeholders for engagement about workforce changes may include e.g. staff-led groups and trades unions as well as affected staff.

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 between 2016 and 2018. Continued engagement with Community Energy Groups and communities has continued as part of collaborative working across a number of area-based initiatives up to the present.

Through City Leap, we are 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 as well as broader participation on city-wide initiatives.

Furthermore, the winning Bidder has outlined a number of activities to enhance community involvement either through direct funding or through engagement in communities where projects may take place as well as consultations and public forums and steering groups. There is also commitment to engagement with equalities leadership through Bristol's Commission for Race Equality and One City Boards.

2.5 How will engagement with stakeholders continue?

Explain how you will continue to engage with stakeholders throughout the course of planning and delivery. Please describe where more engagement and consultation is required and set out how you intend to undertake it. Include any targeted work to seek the views of under-represented groups. If you do not intend to undertake it, please set out your justification. You can ask the Equality and Inclusion Team for help in targeting particular groups.

City Leap Energy Partnership will establish an EDI strategy (both internally and externally focussed) as well as 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 must be rigorous. Please demonstrate your analysis of any impacts of the proposal in this section, referring to evidence you have gathered above and the characteristics protected by the Equality Act 2010. Also include details of existing issues for particular groups that you are aware of and are seeking to address or mitigate through this proposal. See detailed guidance documents for advice on identifying potential impacts etc. [Equality Impact Assessments \(EqIA\) \(sharepoint.com\)](#)

3.1 Does the proposal have any potentially adverse impacts on people based on their protected or other relevant characteristics?

Consider sub-categories (different kinds of disability, ethnic background etc.) and how people with combined characteristics (e.g. young women) might have particular needs or experience particular kinds of disadvantage.

Where mitigations indicate a follow-on action, include this in the ‘Action Plan’ Section 4.2 below.

GENERAL COMMENTS (highlight any potential issues that might impact all or many groups)	
<ul style="list-style-type: none"> The approval to appoint the preferred bidder for City Leap will not result in any groups being disadvantaged but will present an opportunity for the council to engage and advise on the setup of the JVCo so that equalities can be built in as a cornerstone of the future company, shaping its interaction with the people of Bristol as well as its internal staff. A robust EDI strategy will be developed in collaboration with the council but each individual project will also undertake its own impact assessment to determine any negative impacts that it may have and the mitigations that will be needed to turn these into enhanced opportunities. 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. 	
PROTECTED CHARACTERISTICS	
Age: Young People	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	<ul style="list-style-type: none"> Younger families often discouraged to undertake service offers due to the disturbance caused by home improvements needed to improve energy efficiency (noise, dust, disruption etc.). Younger families generally spend longer in their home than the “average” householder
Mitigations:	<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 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.
Age: Older People	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	<ul style="list-style-type: none"> Poorer older people 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 general older people often put off work because of the disturbance factor. Many older and disabled people are put off the government’s energy efficiency programmes because of their complexity and fear of taking on debt.

	<ul style="list-style-type: none"> 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>.
Mitigations:	<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 behavioural support within the home will need to be explored within the business model with guidance available. Explore how contractors working under the company’s brand can minimise disturbance especially for vulnerable households.
Disability	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	<ul style="list-style-type: none"> Disabled people are likely to spend longer in their home than non-disabled people and require higher levels of heat. Economic activity levels are much lower for the disabled people in Bristol than for non-disabled 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. The vast majority of households have little or very basic understanding about how to control or adjust their heating systems. People with learning difficulties may experience additional barriers to accessing information and advice about energy or utilising their heating systems efficiently resulting in higher costs or living in cold homes. 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 disabled persons 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>.
Mitigations:	<ul style="list-style-type: none"> The provision of energy efficiency and renewable energy measures can make a significant difference to helping disabled people make 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 the company. Explore how contractors working under the company’s brand can minimise disturbance and meet expectations of disabled households. Funding and encouraging the use of trusted, local community organisations for project engagement could support people to access offers, products and services.
Sex	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	Positive Impact
Mitigations:	<ul style="list-style-type: none"> Explore within the business model, recruitment and through procurement how the number of female participants can be increased within this sector

	<p>through recruitment and training. This will assist with communication and engagement with the single parent households where the women are in the majority as well as addressing an imbalance within the local industry.</p> <ul style="list-style-type: none"> • KPIs listed include commitments to increasing % of women in management positions within the JVCo as well as the implantation of supportive policies like flexi time etc.
Sexual orientation	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	<ul style="list-style-type: none"> • Some LGBTQ+ households value their home as a safe space and may be reticent about granting access for works. Source: http://www.shu.ac.uk/assets/pdf/ceir-LGBTcommunities-executive-summary-Nov2012.pdf
Mitigations:	<ul style="list-style-type: none"> • Explore how contractors working under the company’s brand can minimise disturbance, meet customer expectations of respect and inclusivity.
Pregnancy / Maternity	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	<ul style="list-style-type: none"> • 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.
Mitigations:	<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.
Gender reassignment	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	No Impact
Mitigations:	<ul style="list-style-type: none"> • As sexual orientation Some trans people may be reticent about granting access to their property for works. • Engagement and consultation with trans and gender diverse communities will be an essential approach for minimising any potential negative impacts.
Race	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	<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 where there may be a language or cultural barrier to the householder understanding their heating system. For example 5.1% of households in Bristol do not have anyone living in them who had English as a main language. • Some Black, Asian and minority ethnic 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 Black, Asian and minority ethnic communities this may be 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 effective energy advice for BME Communities</i>, http://www.cse.org.uk/pdf/pub1042.pdf

	<ul style="list-style-type: none"> - Damon Gibbons & Rosanna Singler (2008) <i>Cold Comfort: A review of coping strategies employed by households in fuel poverty</i> - Equality & Human Rights Commission (2009) <i>Race discrimination in the construction industry</i> <ul style="list-style-type: none"> • Many Black, Asian and minority ethnic households live in the most poor quality housing that costs more to heat than the “average” home.
Mitigations:	<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 the company. • 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 minoritised ethnic participants can be increased within this sector. <p>This will assist with communication and engagement with Black, Asian and minority ethnic households and there must be an understanding of some cultural differences in visiting many households.</p>
Religion or Belief	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	<ul style="list-style-type: none"> • Many religious communities contain within their belief systems care for the environment. Religious communities can therefore provide positive support and engagement routes for the company in Bristol’s communities.
Mitigations:	<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.
Marriage & civil partnership	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	No Impact
Mitigations:	N/A
OTHER RELEVANT CHARACTERISTICS	
Socio-Economic (deprivation)	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	<u>Gypsies & Travellers</u> Gypsy & Traveller communities 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.
Mitigations:	Guidance and links with the council’s Gypsies & Travellers Team will be a necessity for realising positive outcomes for residents.
Carers	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	As above – people with unpaid caring responsibilities for children and older adults may incur disproportionately high heating costs.
Mitigations:	As above

Other groups [Please add additional rows below to detail the impact for other relevant groups as appropriate e.g. Asylums and Refugees; Looked after Children / Care Leavers; Homelessness]	
Potential impacts:	
Mitigations:	

3.2 Does the proposal create any benefits for people based on their protected or other relevant characteristics?

Outline any potential benefits of the proposal and how they can be maximised. Identify how the proposal will support our Public Sector Equality Duty to:

- ✓ Eliminate unlawful discrimination for a protected group
- ✓ Advance equality of opportunity between people who share a protected characteristic and those who don't
- ✓ Foster good relations between people who share a protected characteristic and those who don't

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.

Step 4: Impact

4.1 How has the equality impact assessment informed or changed the proposal?

What are the main conclusions of this assessment? Use this section to provide an overview of your findings. This summary can be included in decision pathway reports etc.

If you have identified any significant negative impacts which cannot be mitigated, provide a justification showing how the proposal is proportionate, necessary, and appropriate despite this.

Summary of significant negative impacts and how they can be mitigated or justified:
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.
Summary of positive impacts / opportunities to promote the Public Sector Equality Duty:
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 and that the City Leap JV works closely with the council's Equalities and Inclusion team for best practice.
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 Action Plan

Use this section to set out any actions you have identified to improve data, mitigate issues, or maximise opportunities etc. If an action is to meet the needs of a particular protected group please specify this.

Improvement / action required	Responsible Officer	Timescale
<p>No action required at this stage for Cabinet but detailed work within the JVCo will need to take place to turn bid commitments into an action – this activity commenced following April Cabinet as part of the “Preferred Bidder” stage and will continue following the launch of the JVCo in December.</p> <p>This will include the council’s Head of Equalities and Inclusion to ensure alignment with the council’s own policies and objectives.</p> <p>Key activities will include:</p> <ul style="list-style-type: none"> ○ Monitoring the contractually binding KPIs for EDI so that the JVCo can be accountable for commitments. ○ Establishing a robust EDI strategy in readiness for May 2023 (in liaison with BCC Equality and Inclusion Team) ○ Establishing a community engagement plan through the governance structure of the new JV company, which taps into existing networks and establishes new networks where required. ○ Continued collaboration between the council and JVCo to ensure alignment on data collection and reporting, maximising opportunities for residents and building a best practice organisation with regards to EDI. 	James Sterling	November -May 2022

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

How will you know if you have been successful? Once the activity has been implemented this equality impact assessment should be periodically reviewed to make sure your changes have been effective your approach is still appropriate.

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

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.

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.

<p>Equality and Inclusion Team Review:</p> <p><i>Reviewed by Equality and Inclusion Team</i></p>	<p>Director Sign-Off:</p>  <p>Director Property, Assets & Infrastructure</p>
<p>Date: 11/10/2022</p>	<p>Date: 16/11/2022</p>