

APPENDIX 1 – EQUALITIES IMPACT ASSESSMENT

Equality Impact Assessment: Screening Tool

Summary of proposal

| | |
|---|--|
| Name of proposal | PSDS works WRC |
| Reference number (if applicable) | |
| Service Area | Environment – Climate Change and Transport |
| Date screening completed | 23/03/22 |
| Screening author name | Richard Gill |
| Fairness and Equality team sign off | |
| Authorising Director/Head of Service name | |

Before completing the EQIA Screening Tool please read the guidance and FAQs. For further help and advice please contact equalities@islington.gov.uk.

Please provide a summary of the proposal.

On whom will the proposal impact? Delete as appropriate.

Please outline:

- What are the aims/objectives of this proposal?
- Will this deliver any savings?
- What benefits or change will we see from this proposal?
- Which key groups of people or areas of the borough are involved?

The aim of this project is to install energy efficiency and low carbon heating measures at the Waste Recycle Centre Centre funded by the Public Sector Decarbonisation Scheme. The measures to be installed are as follows:

WRC

- Solar Photovoltaic Panels
- Air Handling Units
- Installation of Air Source Heat Pumps (ASHP)

This will deliver significant energy bill savings. There will be significant reduction in carbon savings both due to the energy savings from the energy efficiency measures and through switching from gas boilers to electrical powered ASHP.

This will effect staff and contractors at WRC and staff during the works to install the measures. The WRC building should be warmer and more comfortable after the works.

| Group of people | Impacted? |
|-----------------------------------|---|
| Service users | Yes |
| Residents | No |
| Businesses | No |
| Visitors to Islington | No |
| Voluntary or community groups | No |
| Council staff | Yes |
| Trade unions | No |
| Other public sector organisations | No |
| Others | Please specify: Contractors working at WRC. |

What consultation or engagement has taken place or is planned?

Please outline:

- Which groups or communities you have consulted/plan to consult
- Methods used/will use to engage (for example, focus groups)
- How insight gained from engagement or consultation has been/will be fed into decision making or proposal design

If you have not completed any engagement activity and do not plan to, you should outline why this decision has been made.

Discussions are being held with Premises Managers at the WRC to understand the operations of the building and how works can be carried out to minimize disruption to building users. This insight will then be used to inform the specification and management of the contractor to ensure works are delivered with minimum disruption.

What impact will this change have on people with protected characteristics and/or from disadvantaged groups?

Of the groups you have identified above, please now indicate the likely impact on people with protected characteristics within these groups by checking the relevant box below. Use the following definitions as a guide:

Neutral – The proposal has no impact on people with the identified protected characteristics

Positive – The proposal has a beneficial and desirable impact on people with the identified protected characteristics

Negative – The proposal has a negative and undesirable impact on people with the identified protected characteristics

You should then assess whether the negative impact has a low impact, medium impact or high impact. Consider the level and likelihood of impact. Please also think about whether the proposal is likely to be contentious or perceived as a negative change by certain groups, as this could justify the completion of a full EQIA. See the guidance for help.

| Protected characteristic | Positive impact | Neutral impact | Negative impact | Description of the impact (if applicable) |
|---|--------------------------|-------------------------------------|-----------------|---|
| Age | <input type="checkbox"/> | <input checked="" type="checkbox"/> | Choose an item. | |
| Disability (include carers) | <input type="checkbox"/> | <input checked="" type="checkbox"/> | Choose an item. | |
| Race or ethnicity | <input type="checkbox"/> | <input checked="" type="checkbox"/> | Choose an item. | |
| Religion or belief (include no faith) | <input type="checkbox"/> | <input checked="" type="checkbox"/> | Choose an item. | |
| Gender and gender reassignment (male, female or non-binary) | <input type="checkbox"/> | <input checked="" type="checkbox"/> | Choose an item. | |
| Maternity or pregnancy | <input type="checkbox"/> | <input checked="" type="checkbox"/> | Choose an item. | |
| Sex and Sexual Orientation | <input type="checkbox"/> | <input checked="" type="checkbox"/> | Choose an item. | |
| Marriage or Civil Partnership | <input type="checkbox"/> | <input checked="" type="checkbox"/> | Choose an item. | |
| Other (e.g. people living in poverty, looked after children, people who are homeless or refugees) | <input type="checkbox"/> | <input checked="" type="checkbox"/> | Choose an item. | |

How do you plan to mitigate negative impacts?

Where there are disproportionate impacts on groups with protected characteristics, please outline:

- The other options that were explored before deciding on this proposal and why they were not pursued
- Action that is being taken to mitigate the negative impacts

| Action | Lead | Deadline | Comments |
|--------|------|----------|----------|
| | | | |

| Screening Decision | Outcome |
|--|---------|
| Neutral or Positive – no full EQIA needed*. | No |
| Negative – Low Impact – full EQIA at the service director’s discretion*. | No |
| Negative – Medium or High Impact – must complete a full EQIA. | No |
| Is a full EQIA required? Service decision: | Yes/No |
| Is a full EQIA required? Fairness and Equality recommendation: | Yes/No |

* If a full EQIA is not required, you are still legally required to monitor and review the proposed changes after implementation to check they work as planned and to screen for unexpected equality impacts.

Please send this completed EQIA Screening Tool to equalities@islington.gov.uk for quality checking by the Fairness and Equality Team.

