

Equalities Impact Assessment: Full Assessment

Before completing this form you should have completed an Equalities Screening Tool and had sign off from your Head of Service and the Fairness and Equality Team.

This Equality Impact Assessment should be completed where the Screening Tool identifies a potentially negative impact on one or more specific groups but it can also be used to highlight positive impacts.

Summary of proposal

Name of proposal	'RE:FIT' procurement framework for NZC (net zero carbon) projects for public buildings
Reference number (if applicable)	
Service Area	Environment – Climate Change and Transport
Date assessment completed	14/03/2023

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

1. Please provide a summary of the proposal.

Please provide:

- Context on how the service currently operates (if relevant) and the scope of suggested changes
- The intended beneficiaries and outcomes of the proposal
- Reference to any savings or income generation

The aim of this project is to decarbonise Islington's buildings to reduce carbon emissions in the borough, which currently account to 84% all emissions in the borough (Islington Vision 2030). To decarbonise the public buildings retrofit works will be proposed on a mixture of buildings such as libraries, schools, offices, leisure centres etc. Retrofit works consist of fitting new systems designed for high energy efficiency and low energy consumptions to buildings previously built without them, examples of retrofit fit works include installing double glazing, replacing gas boilers with heat pumps, installing building management systems, solar panels etc.

To achieve Islington's vision of becoming carbon-neutral by 2030, the Energy Services Team have identified that using the Retrofit Accelerator Workplaces Framework also known as RE:FIT, managed by the Greater London Authority is the best approach to decarbonising the Councils building stock. Previously, no other framework was in place for these types of works as the Council previously would run an open competitive procurement process to obtain a service provider to complete the works which is a longer process and requires greater staffing resources.

The RE: FIT Framework is a framework that allows public bodies to procure energy savings measures from a pool of pre-qualified and approved energy service providers who have experience in designing and installing energy saving measures on a variety of buildings in a timely and efficient manner. Under this framework a large number of buildings can be considered at the same time, and we estimate that up to 100 buildings will be considered for this project. The total cost associated to this project cannot be established until a service provider has been chosen from the pool of providers, performed high level energy appraisals (energy audits) on each building, and created an investment-grade proposal. The investment grade proposal outlines the guaranteed level of financial and carbon savings from the proposed measures for each building as well as the total cost of the works.

This framework is highly recommended because it is tailored to decarbonisation projects and is a quick and efficient route to market as well as saving the Council from having to go through rounds of procurement to implement individual energy measures for each building. The main benefits of procuring works under this framework is that the providers have all been approved by the Greater London Authority for their quality, saving the Council time and resources in finding a good service provider with the relevant experience, skills, and expertise in completing decarbonisation projects. Using an experienced provider will ensure the project progresses smoothly in line with expectations and the providers will know how to minimise disruptions which will benefit the residents.

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Furthermore, the framework has helped 19 out of 23 London Local Authorities successfully procure retrofit projects for their buildings. We have also reached out to other London Local Authorities about their experience, and they have been positive as the framework is helping them achieve their climate change goals.

The aim of this proposal is to meet Islington's Vision 2030 goal of becoming net zero by 2030 by reducing the carbon emissions released from buildings in the borough through the retrofit works as described above. The proposed sites have yet been determined however it is anticipated that it will be borough wide, and the project will move in phases, by which a select number of Islington buildings will be considered per phase. A phase could consist of 10-12 buildings and will be based on the priority of the works, e.g an old building with an old gas boiler aged 25+.

2. What impact will this change have on different groups of people?

Please consider:

- Whether the impact will predominantly be external or internal, or both?
- Who will be impacted – residents, service users, local communities, staff, or others?
- Broadly what will the impact be – reduced access to facilities or disruptions to journeys for example?

The proposed sites (Islington public buildings), site users will benefit from the works because the measures will make the buildings more comfortable and healthier to be in because they will be warmer, cooler (depending on the season/weather – thermal comfort) and have improved air quality, which will improve their physical and mental well-being.

The retrofit works will also improve the energy efficiency of the buildings, resulting in lower energy consumption, benefitting the premises managers of the site through reduced energy costs.

Additionally, the council will also benefit as it will help improve the value of the Council's building stock and will demonstrate Islington's commitment to achieving our net zero goal to

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becoming a fair and green borough by 2030. Therefore, the project will have external (the public) and internal (council) benefits.

The project will affect buildings users and residents near the proposed sites as there may be slight noise disruptions from installing the energy saving measure works. Because each building is different and requires different levels of energy improvements, and the proposed measures cannot be determined until the investment grade proposals for each phase have been completed, we cannot predict how long the works will take for each building to determine how long the overall project will take. It will be considered an ongoing project/ contract under the framework until all of the selected buildings have all of the proposed measures installed and the guaranteed energy performance and savings outlined in the investment grade proposals have been met. Therefore, we will be in contact with the service provider to assess the impact of different works for each of the buildings throughout the duration of the project. As part of the assessment, the EQIA documentation will be reviewed and updated on a regular basis throughout the project to ensure it reflects newly identified impacts.

There is potentially a possibility of reduced access for some sites but disruptions to journeys are not expected. Where we do assess that access to a building will be necessary, we will work with the provider and premises manager to minimise potential risks and disruptions by providing alternative access which will be communicated before the works and will have clear signage to direct service users.

The total impact of the works for each site cannot be determined until we have progressed to the IGPs stage where the required decarbonisation works for each of the building has been defined. However, please see below some of the anticipated outcome. This section will be updated as the project progresses to reflect the latest works/impacts/outcomes.

Please consider:

- Whether the impact will predominantly be external or internal, or both?
- Who will be impacted – residents, service users, local communities, staff, or others?
- Broadly what will the impact be – reduced access to facilities or disruptions to journeys for example?

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

This section of the assessment looks in detail at the likely impacts of the proposed changes on different sections of our diverse community.

3A. What data have you used to assess impacts?

Please provide:

- Details of the evidence used to assess impacts on people with protected characteristics and from disadvantaged groups (see guidance for help)
- A breakdown of service user demographics where possible
- Brief interpretation of findings

The total impact of the works for each site cannot be determined until we have progressed to the IGPs stage where the required decarbonisation works for each of the buildings has been defined. This section will be updated as the project progresses to reflect the latest works/impacts/outcomes.

According to Islington's State of Equalities, in 2022 people aged 65 and over account for 9% of Islington's resident population and 14% of Islington residents are estimated to have a disability. From this information, we have assessed the potential impacts to individuals with these special characteristics.

This section will be updated on a regular basis as the project progresses, as we will have more information on the works and their potential effects on people with protected characteristics and disadvantaged backgrounds.

The next section discusses the potential impacts of the works and how they will be mitigated.

3B: Assess the impacts on people with protected characteristics and from disadvantaged groups in the table below.

Please first select whether the potential impact is positive, neutral, or negative and then provide details of the impacts and any mitigations or positive actions you will put in place.

Please 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

Characteristic or group	Positive/Neutral/Negative	What are the positive and/or negative impacts?	How will potential benefits be enhanced or negative impacts be eliminated or reduced?
Age	Positive and Negative	<ul style="list-style-type: none"> • The provider may require closer parking access to the buildings, which may take parking spaces away from locals. • Construction may result in some temporary closures of footpaths for service users. • Noise disruption from the retrofit works could cause anxiety and confusion for some people. • The appointed service provider will be experienced and have knowledge on how to best minimise disruptions for people (which is a benefit of using this framework). • The measures will make the buildings more comfortable and healthier to be in because they will be warmer, cooler (depending on the season/weather – thermal comfort) and have improved air quality, which may benefit people with asthma/respiratory conditions. 	<ul style="list-style-type: none"> • Road closures are not expected for these works but there may be parking disruptions near the buildings – private parking will be used for buildings that have it, but in the event of capacity issues or a lack of parking, public parking will be used. Clear communication around the affected area/building prior to the works with information on alternative parking spaces • Access to services will be kept clear with ramps where required. • Clear and organised routes to help avoid confusion in new areas. • Noise disruptions – works can only be conducted during the times stipulated in the terms and conditions • In the case a school is considered – works will only be completed during the summer period when school is closed to pupils.

<p>Disability (include carers)</p>	<p>Positive and Negative</p>	<ul style="list-style-type: none"> • The provider may require closer parking access to the buildings, which may take parking spaces away from locals. • Construction may result in some temporary closures of footpaths for service users. • Noise disruption from the retrofit works could cause anxiety and confusion for some people with auditory sensitivity disabilities (autism, anxiety, etc). • The appointed service provider will be experienced and have knowledge on how to best minimise disruptions for people (which is a benefit of using this framework). • The measures will make the buildings more comfortable and healthier to be in because they will be warmer, cooler (depending on the season/weather – thermal comfort) and have improved air quality, which may benefit people with asthma/respiratory conditions. 	<ul style="list-style-type: none"> • Disability elements of the Equality Act will be implemented, which will incorporate inclusive facilities accessible to disabled people such as alternative disabled parking where required. There will be clear communication around the affected area/building prior to the works. • Noise disruptions – works can only be conducted during the times stipulated in the terms and conditions • Instruct the service provider to consider the noise level criteria when selecting equipment to be used for construction during the design phase of the project to minimise noise disruptions. • And in the case a school is considered, works will only be completed during the summer period when school is closed to pupils.
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Characteristic or group	Positive/Neutral/Negative	What are the positive and/or negative impacts?	How will potential benefits be enhanced or negative impacts be eliminated or reduced?
Race or ethnicity	Neutral		

Characteristic or group	Positive/Neutral/Negative	What are the positive and/or negative impacts?	How will potential benefits be enhanced or negative impacts be eliminated or reduced?
Religion or belief (include no faith)	Neutral		
Gender and gender reassignment (male, female, or non-binary)	Neutral		

Characteristic or group	Positive/Neutral/Negative	What are the positive and/or negative impacts?	How will potential benefits be enhanced or negative impacts be eliminated or reduced?
Maternity or pregnancy	Negative	<ul style="list-style-type: none"> • Construction may result in some temporary closures of footpaths for service users • Noise disruption from the works could cause anxiety and confusion for some people. 	<ul style="list-style-type: none"> • Road closures are not expected for these works but there may be parking disruptions – private parking will be used for buildings that have it, but in the event of capacity issues or a lack of parking, public parking will be used. • Access to services will be kept clear with ramps where required. • Clear and organised routes to help avoid confusion in new areas. • The appointed service provider will be experienced and have knowledge on how to best minimise disruptions for people (which is a benefit of using this framework).

Characteristic or group	Positive/Neutral/Negative	What are the positive and/or negative impacts?	How will potential benefits be enhanced or negative impacts be eliminated or reduced?
Sex and sexual orientation	Neutral		
Marriage or civil partnership	Neutral		

Characteristic or group	Positive/Neutral/Negative	What are the positive and/or negative impacts?	How will potential benefits be enhanced or negative impacts be eliminated or reduced?
Other (e.g. people living in poverty, looked after children, people who are homeless or refugees)	Neutral		

4. How do you plan to mitigate negative impacts?

Please provide:

- An outline of actions and the expected outcomes
- Any governance and funding which will support these actions if relevant

The total impact of the works for each site cannot be determined until we have progressed to the IGPs stage where the required decarbonisation works for each of the buildings has been defined. However, please see below some of the anticipated outcome. This section will be updated as the project progresses to reflect the latest project works/impacts/outcomes.

- Noisy works can only take place between a certain time during the day and will be defined in the terms and conditions of the contract specification.
- Clear and organised routes to help avoid confusion in new areas often experienced by people with disabilities.
- A risk assessment will be completed especially for affected groups of people, these may be service users, residents, locals etc as well as individuals with protected characteristics which may be negatively impacted by the works as highlighted in section 3b.
- Clear communications to local communities around the affected area prior to the works via flyers/letters/notices/ emails etc. The need for clear, simple information on the project and all communications/ consultation on the project to ensure it is accessible for all regardless of age and spoken language. Engagement with the local disability action groups and older people will be considered nearer to the works period if required.
- Monitor disabled pay parking usage in the area when decarbonisation works are taking place and look to re-provide disabled parking bay spaces on alternative parking spaces.

5. Please provide details of your consultation and/or engagement plans.

Please provide:

- Details of what steps you have taken or plan to take to consult or engage the whole community or specific groups affected by the proposal
- Who has been or will be consulted or engaged with
- Methods used or that will be used to engage or consult
- Key findings or feedback (if completed)

The total impact of the works for each site cannot be determined until we have progressed to the IGP stage where the required decarbonisation works for each of the building has been defined. However, please see below some of the anticipated outcome. This section will be updated as the project progresses to reflect the latest works/impacts/outcomes. Please see below our methodology in potentially determining the impacts which will be similar for all the sites below.

The premises managers of the buildings under consideration will be consulted to understand their energy needs and requirements, and the appointed energy service provider will conduct high-level energy appraisals to evaluate the current decarbonisation/energy status of the buildings to determine which energy-saving measures are required for each site. Based on this information, and if the Council is satisfied with the investment grade proposals, the retrofitting works will be scheduled, and the contractor will be informed of the specification and site management to ensure that the work is completed with minimal disruption.

Discussions will also be held with premises managers about the construction operation and how works can be carried to minimise disruption to the site users and residents/visitors near the site. If necessary, engagement with local disability action groups and older people will be considered closer to the construction period.

Noisy works will only take place between a certain time during the day and will be defined in the terms and conditions of the contract specification. There will be clear communications to site users and local communities around the affected area prior to the works through the means of flyers, letters and emails.

This section will be updated as and when we have more information.

Please provide:

- Details of what steps you have taken or plan to take to consult or engage the whole community or specific groups affected by the proposal
- Who has been or will be consulted or engaged with
- Methods used or that will be used to engage or consult
- Key findings or feedback (if completed)

6. Once the proposal has been implemented, how will impacts be monitored and reviewed?

Please provide details in the table below.

Action	Responsible team or officer	Deadline
Consult with Premises Managers to understand service provision and how work can be carried out to minimize disruption to services users	Energy Projects Team Manager	Cannot be set until a service provider has been appointed and has completed high level energy appraisals and investment grade proposals.
Ensure that specification and contracts require that installers to carry out work in a way that minimizes disruption	Energy Projects Team Manager	Will be stipulated in the contract.
Ongoing EQIA reviews as the project progresses to ensure that all impacts are captured, mitigated and monitored for the duration of the project.	Energy Analyst	Ongoing review

Action	Responsible team or officer	Deadline

Please send the completed EQIA to equalities@islington.gov.uk for quality checking by the Fairness and Equality Team. All Equality Impact Assessments must be attached with any report to a decision-making board and should be made publicly available on request.

This Equality Impact Assessment has been completed in accordance with the guidance and using appropriate evidence.

Member	Name	Signed	Date
Staff member completing this form	Sara Abdalla, Energy Analyst	<i>Sara Abdalla</i>	14/03/2023
Fairness and Equality Team	Sydney Alexander	<i>Sydney Alexander</i>	17/03/2023
Director or Head of Service	James Wilson, Head of Energy Services	James Wilson	17/02/2023