

Equality and Safety Impact Assessment

The **Public Sector Equality Duty** (Section 149 of the Equality Act) requires public bodies to have due regard to the need to eliminate discrimination, advance equality of opportunity, and foster good relations between different people carrying out their activities.

The Equality Duty supports good decision making – it encourages public bodies to be more efficient and effective by understanding how different people will be affected by their activities, so that their policies and services are appropriate and accessible to all and meet different people’s needs. The Council’s Equality and Safety Impact Assessment (ESIA) includes an assessment of the community safety impact assessment to comply with Section 17 of the Crime and Disorder Act and will enable the Council to better understand the potential impact of proposals and consider mitigating action.

Name or Brief Description of Proposal	Deliver energy-performance measures (to include external wall insulation, replacement windows, and an insulated roof) at Canberra Towers.
Brief Service Profile (including number of customers)	
144 ‘general needs’ households. Each flat has two bedrooms. The project is being delivered by the Corporate Estate and Assets team for the Housing Service.	
Summary of Impact and Issues	
This project is providing a positive impact to this building and its residents, any impact during construction around disruption, noise , changes to parking , will be robustly managed by SCC and the contractor completing the works, long with good resident engagement and communications.	
Potential Positive Impacts	
<p>It is expected that the upgrades will significantly improve the comfort, health, and well-being of Canberra Towers residents by helping to:</p> <ul style="list-style-type: none"> • Make the homes warmer and more energy efficient. • Reduce the building’s carbon emissions and improve its energy performance. • Tackle fuel poverty locally. • Support green jobs. 	

Responsible Service Manager	Jamie Brenchley
Date	
Approved by Senior Manager	Jamie Brenchley
Date	

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Potential Impact

Impact assessment	Details of impact	Possible solutions & mitigating actions
Age	No impact	Not applicable
Disability	Construction works could present hazards to disabled residents as they navigate the building.	The hazards will be managed as appropriate and where necessary, alternative arrangements made with those affected. A Resident Liaison Officer will be contactable during working hours.
Gender Reassignment	No impact	Not applicable
Marriage and Civil Partnership	No impact	Not applicable
Pregnancy and Maternity	No impact	Not applicable
Race	No impact	Not applicable
Religion or Belief	No impact	Not applicable
Sex	No impact	Not applicable
Sexual Orientation	No impact	Not applicable
Community Safety	<p>Construction works could present hazards to people as they navigate the building.</p> <p>The refurbishment will deliver a safer and more pleasant environment for residents to live in.</p>	The hazards will be managed as appropriate. Once appointed, the contractor will be expected to have policies and processes in place to protect residents and employees and minimise risks during the works.
Poverty	<p>The main objective of the project is to deliver a range of energy-efficiency improvements, which are expected to help residents reduce their energy use and lower their bills.</p> <p>The project is being funded through central government</p>	Communications sent to leaseholders about the process and related contributions, which will be kept to a minimum due to the grant funding.

Impact assessment	Details of impact	Possible solutions & mitigating actions
	and council investment.	
Health & Wellbeing	<p>Residents could experience some noise disruption once the works are underway, particularly during the working day.</p> <p>The refurbishment will deliver energy-efficient homes, which will in turn significantly improve the comfort, health, and well-being of residents.</p>	Regular communications and an assigned Resident Liaison Officer will help to keep the community informed and aware of any significant disruptions, as they arise.
Other Significant Impacts		

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