

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	CADS Phase 2
Brief Service Profile (including number of customers)	
Energy Efficiency and solar PV works across a wide number of corporate (non-schools) buildings. No direct impact on staff or council customers.	
Summary of Impact and Issues	
Possible temporary impact whilst works being undertaken on site. Noise, disturbance, and slight change in environmental conditions, which would be expected when replacing lighting and controls. These will be minimal with out of hours working in locations as required.	
Potential Positive Impacts	
Carbon & costs savings Improved light levels Improve environmental conditions and controllability of workspaces.	
Responsible Service Manager	Jason Taylor
Date	15-03-23
Approved by Senior Manager	Ola Onabajo
Date	15-03-23

Potential Impact

Impact Assessment	Details of Impact	Possible Solutions & Mitigating Actions
Age	Potential disturbance and/or modifications to the appearance of facilities utilised by the elderly such as assisted living facilities etc.	The Energy Team will work closely with site operators to ensure that any modifications have minimal aesthetic impact wherever possible to ensure consistency.
Disability	Potential disturbance and/or modifications to the appearance of facilities used by people with disabilities such as day centres etc.	The Energy Team will work closely with site operators to ensure that any modifications have minimal aesthetic impact wherever possible to ensure consistency. Works will be carried out outside of hours of use wherever possible to ensure minimal disturbance through noise etc.
Gender Reassignment	None Identified	
Marriage and Civil Partnership	None Identified	
Pregnancy and Maternity	None Identified	
Race	None Identified	
Religion or Belief	None Identified	
Sex	None Identified	
Sexual Orientation	None Identified	
Community Safety	None Identified	
Poverty	Potential disturbance and/or modifications to the appearance of facilities used by people impacted by poverty such as libraries and day centres etc.	The Energy Team will work closely with site operators to ensure that any modifications have minimal aesthetic impact wherever possible to ensure consistency.
Health & Wellbeing	Potential changes to lighting and lux levels which may impact those with photosensitivity.	All lighting designs will be compliant with the current CIBSE or other similar

Impact Assessment	Details of Impact	Possible Solutions & Mitigating Actions
	Which has been known to cause migraine or similar health impacts.	standards. Where an existing user who experiences photosensitivity is known, the design or control strategy will be modified to accommodate the users sensitivities.
Other Significant Impacts	None Identified	

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