

Bristol City Council Equality Impact Relevance Check



This tool will identify the equalities relevance of a proposal, and establish whether a full Equality Impact Assessment will be required. Please read the guidance prior to completing this relevance check.

| What is the proposal? | |
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| Name of proposal | Energy Infrastructure / Service company |
| Please outline the proposal. | <p>The following proposal is for the existing energy service to be established as an energy service “Teckal” company, concept approved 3rd February 2015 Cabinet. As part of the establishment of the company; transfer of generation assets potentially utilising Beneficial Ownership Transfer mechanism to Bristol Holding is proposed as part of the business model, which would release circa £17m of capital (2016/17) on the Council ledger and potentially an interest rate return on the associated loan during the time of the Long-Term Financial Plan.</p> <p>In addition during 2017/18 a further £260k net revenue support to the existing energy service could be removed from the Council’s revenue account.</p> |
| What savings will this proposal achieve? | <p>£260k revenue reduction and then potential dividend payment for subsequent years.</p> <p>In addition Circa £17m capital release to Council ledger</p> |
| Name of Lead Officer | Bill Edrich |

| Could your proposal impact citizens with protected characteristics? (This includes service users and the wider community) |
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| Please outline where there may be significant opportunities or positive impacts, and for whom. |
| <p>The proposal will significantly impact positively on citizens with protected characteristics by increasing the pace of the installation of energy efficiency, renewable energy and smart digital technologies across the city. For example this could as follows:</p> <ol style="list-style-type: none"> 1. Improving the energy efficiency of households that are in fuel poverty thereby making them warmer. It is well documented that circa 35% of households with a disability are in fuel poverty. 2. By installing in-home smart technology that assists disabled or elderly people to remain in their homes and active longer rather than going residential care. 3. By extending the roll-out of the energy community scheme that assist community groups to install renewable energy and energy efficiency technologies on community assets so that they have either an income stream or income saving to their community organisation. In many case we have already assisted community / charities that work with people who have protected |

characteristics.

4. The company will take on apprenticeships and will target recruitment from disadvantaged and underrepresented sections of the community.
5. The targeting of energy efficiency and renewable measures including low cost loan and equity release schemes will continue to focus on the most disadvantaged areas of the City.
6. 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.

Please outline where there may be significant negative impacts, and for whom.

Current we don't envisage any significant negative impacts.

Could your proposal impact staff with protected characteristics?

(i.e. reduction in posts, changes to working hours or locations, changes in pay)

Please outline where there may be significant opportunities or positive impacts, and for whom.

The energy service already has a good mix of people with protected characteristics, e.g. 6% BME, 50:50 female / male ratio, 14% BME and white other staff, we will continue our policy of recruiting a diverse selection of people.

Please outline where there may be negative impacts, and for whom.

Current we don't envisage any significant negative impacts.

Is a full Equality Impact Assessment required?

Does the proposal have the potential to impact on people with protected characteristics in the following ways:

- access to or participation in a service,
- levels of representation in our workforce, or
- reducing quality of life (i.e. health, education, standard of living) ?

Please indicate yes or no. If the answer is yes then a full impact assessment must be carried out. If the answer is no, please provide a justification.

Yes a full equalities impact assessment has already been done for the February 2015 Cabinet, we the establishment of the Energy infrastructure company was approved, however, this will obviously be updated in line with the submission of the business case to Cabinet.

Service Director sign-off and date:
2nd October 2016



Equalities Officer sign-off and date: 4/10/2016
Anne James- Equality and Community
Cohesion Team Leader