

EQUALITY IMPACT ASSESSMENT - CCC582959172

Which service and directorate are you submitting this for (this may not be your service and directorate):

Directorate	Service	Team
Finance and Resources	Property, Facilities Management and Building Compliance	Property Services

Your name: Sarah Wilkinson

Your job title: Carbon and Energy Manager

Your directorate, service and team:

Directorate	Service	Team
Place and Sustainability	Climate and Energy Services	Climate and Energy Staffing Budgets

Your phone: 01223729157

Your email: Sarah.Wilkinson@cambridgeshire.gov.uk

Proposal being assessed: Low carbon heating programme for council buildings, phase 3c

Business plan proposal number: n/a

Key service delivery objectives and outcomes: The Council's annual carbon footprint report shows that heating of buildings with oil and gas accounts for the majority of the Council's direct carbon footprint from its own assets. These are known as Scope 1 emissions and are those that the Council has the greatest control over. It will not be possible to meet the Council's carbon reduction targets unless it replaces fossil fuel based heating systems with low carbon alternatives. The Council's Climate Change and Environment Strategy includes the target to reach net zero for scope 1 and 2 emissions by 2030. This programme directly supports this ambition by cutting fossil fuel for heating and improving energy efficiency which reduces carbon emissions from buildings. Currently, the only technically feasible technologies for heating buildings from renewable sources are Air Source Heat Pumps (ASHPs) and Ground Source Heat Pumps (GSHPs). Within the Council's capital programme an allocation has been made for the decarbonisation of its buildings; this is the Council's Decarbonisation Fund. The overall outcome of the next phase of works is expected to deliver carbon savings of 178 tonnes CO₂e per year.

What is the proposal: This report provides an update on progress to date on the low carbon heating programme and details of the next phase of the programme that is being planned for 2024-25 and 2025-26. This outlines which buildings have been selected for decarbonisation work and the estimated costs. The report also includes the level of Public Sector Decarbonisation Scheme grant applied for to part-fund the projects and the balance of costs that the Council will need to pick up via the existing Decarbonisation Fund. The Council submitted an application for phase 3c of the Public Sector Decarbonisation Scheme during the application window in November 2023, for funding towards the costs of low carbon heating systems and other energy efficiency measures

(where appropriate) at 9 sites. The outcome of the grant application is unknown at the time of writing and not expected to be confirmed until March 2024, although informal conversations with Salix have suggested that we may be informed sooner than that. If successful, the projects would be implemented over two financial years during 2024-25 and 2025-26, with design work commencing from April 2024 and the majority of physical works on site to take place in the Spring and Summer of 2025. The projects included in the grant application are as follows: Site Measures included in proposed project Horizon Resource Centre, Cambridge ASHPs, roof insulation, wall insulation, electricity supply upgrade Whittlesey Youth Centre (Scaldgate) ASHPs, roof insulation, wall insulation, solar PV, electricity supply upgrade Ramsey Youth Centre (Ailwyn) ASHPs, roof insulation, wall insulation, LED lighting, solar PV Whittlesey Branch Library ASHPs, roof insulation, wall insulation, double glazing, LED lighting, solar PV Awdry House, Wisbech ASHPs Sackville House, Cambourne ASHPs, LED lighting Bar Hill Branch Library ASHPs, double glazing, solar PV St Ives Branch Library ASHPs Littleport Branch Library ASHPs, roof insulation

What information did you use to assess who would be affected by this proposal?: The Low Carbon Heating Programme is aligned with the proposed asset rationalisation proposals which are planned to be approved at Full Council in February 2024. However, the programme will be reviewed further to ensure that it does align with the Council's asset strategy before we finalise the commitments to enter into these projects. The sites were chosen because they were among the highest carbon emitting sites owned and occupied by the Council, that met the Decarbonisation Fund criteria, after ruling out those sites not eligible for the grant under the grant scheme rules. The proposed site list also excluded those sites where the long term future of the Council's occupation was uncertain. The measures to be included were selected based on the recommendations in the site's Heat Decarbonisation Plan, and the property's latest condition survey. The estimated total project costs are estimated based on a combination of the site Heat Decarbonisation Plans, experience of previous similar projects, and allowing for inflation and contingency sums. Final exact costs will not be known until the design work is completed and the projects put out to tender. The Council's Energy and Property FM teams have worked together to identify a list of properties to bring forward projects to replace oil or gas heating with air source heat pumps. The project teams have worked closely with building users to co-ordinate works at the sites where projects are taking place. If we do nothing then the Council will not be able to meet its climate target of net zero by 2030 for scope 1 and 2 carbon emissions. Various other sites were considered but ruled out as they were not eligible for the public sector decarbonisation grant (for example, they did not have a Heat Decarbonisation Plan, or the existing fossil fuel heating system was less than 10 years old) or other reasons (for example, the Property team were uncertain about the site's long term future).

Are there any gaps in the information you used to assess who would be affected by this proposal?: No

Does the proposal cover: Specific teams, All service users/customers/service provision in specific areas/for specific categories of user

Which particular employee groups/service user groups will be affected by this proposal?: Staff and service users based at or using the 9 sites listed above.

Does the proposal relate to the equality objectives set by the Council's EDI Strategy?:No

Will people with particular protected characteristics or people experiencing socio-economic inequalities be over/under represented in affected groups: Don't know

Does the proposal relate to services that have been identified as being important to people with particular protected characteristics/who are experiencing socio-economic inequalities?: No

Does the proposal relate to an area with known inequalities?: Don't know

What is the significance of the impact on affected persons?: Access to some buildings by staff and service users may, for some of the projects, be temporarily restricted whilst works on site are taking place. This could include temporarily closing buildings or relocating access routes, workspaces and services to other parts of the building or other buildings. Alternative plans will be put in place where required to ensure staff and service users with protected characteristics are not negatively impacted.

Category of the work being planned: Project

Is it foreseeable that people from any protected characteristic group(s) or people experiencing socio-economic inequalities will be impacted by the implementation of this proposal (including during the change management process)?: Yes

Please select: Age, Disability, Socio-economic inequalities

Research, data and /or statistical evidence: Information on the location and use of the buildings. All building users (incl staff and service users / public) considered. However detailed plans for each building have not been made yet as this is currently an outline proposal pending funding. If approved, more detailed plans and consultations with building users will take place prior to works on site. This will be done in the same way that the property team do this for any other work on the buildings that could cause disruption.

Consultation evidence: The Council's Energy and Property FM teams have worked together to identify a list of properties to bring forward projects to replace oil or gas heating with air source heat pumps. The project teams have worked closely with building users to co-ordinate works at the sites where projects are taking place at previous similar projects and will do the same again for these projects if they go ahead.

Based on all the evidence you have reviewed/gathered, what positive impacts are anticipated from this proposal?: Improvements to the heating systems at these buildings.

Based on consultation evidence or similar, what negative impacts are anticipated from this proposal?: Access to some buildings by staff and service users may, for some of the projects, be temporarily restricted whilst works on site are taking place. This could include temporarily closing buildings or relocating access routes, workspaces and services to other parts of the building or other buildings.

How will the process of change be managed?: Alternative plans will be put in place where required to ensure staff and service users with protected characteristics are not negatively impacted.

How will the impacts during the change process be monitored and improvements made (where required)?: Regular meetings between property team, consultants/contractors and building users.

Equality Impact Assessment Action Plan:

Details of negative impact (e.g. worse treatment/outcomes)	Groups affected	Severity of impact	Action to mitigate impact with reasons/evidence to support this or justification for retaining negative impact	Who by	When by
Potential for temporary restricted access to some buildings, not yet confirmed. 	Age, Disability, Socio-economic inequalities	Low	alternative facilities provided temporary heating where needed regular meetings and updates timing of works 	Property team project manager	14/04/2024

Head of service: Sheryl French

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Confirmation: I confirm that this HoS is correct