

# EQUALITY IMPACT ASSESSMENT - CCC641842764

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

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

**Your name:** Christopher Parkin

**Your job title:** Community Energy Manager

**Your directorate, service and team:**

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

**Your phone:** 01223715909

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**Proposal being assessed:** School Low Carbon Heating Project Approvals

**Business plan proposal number:** Cambridgeshire County Council

**Key service delivery objectives and outcomes:** The Council's Strategic Ambition 1 is to achieve Net Zero Carbon for Cambridgeshire by 2045. This will require heating in all buildings to be decarbonised. The Council's Climate Change & Environment Strategy also sets a target for the Council to reduce its Scope 3 carbon emissions by 50.4% by 2030. Emissions from school heating and electricity use make up 7% of the Council's Scope 3 emissions. The Council's Climate Change and Environment Strategy Action Plan states that the Council will support maintained schools to replace end of life gas and oil boilers with low carbon heating. The Council has an established programme of school low carbon heating projects. Projects are usually approved by delegated decision. This EqIA covers the request to approve funding for low carbon heating projects at 4-6 schools where capital costs per school exceed the £500k delegated decision making threshold.

**What is the proposal:** To approve a funding package for projects to replace end of life gas and oil boilers at 4-6 schools with low carbon heating.

**What information did you use to assess who would be affected by this proposal?:** Impact is solely on staff and pupils at the 4-6 schools.

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

**Does the proposal cover:** 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 pupils at the schools.

**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:** About in line with the population

**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?:**No

**What is the significance of the impact on affected persons?:**The low carbon heating projects will provide a positive example of decarbonisation in action for school staff, pupils and parents. In addition to the substantial carbon savings (c.70% reduction in heating emissions) the projects are projected to deliver small energy bill savings for the schools reducing pressure on educational budgets. Bill impacts are inherently sensitive to oil & gas v electricity prices. At central estimates a small bill saving is projected. If future electricity prices are higher than projected and/or future oil & gas prices are lower than projected then this could turn into a small energy bill increase. Conversely if future oil & gas prices are higher than projected and electricity prices lower than projected the bill savings will be greater than projected. There have been multiple calls on Government to "rebalance" policy costs applied to energy prices away from electricity and onto gas to make low carbon heating financially attractive so the risk of an adverse long term shift in the electricity:gas price ratio is deemed to be low.

**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)?:** No

**Age:** The proposal affects primary school pupils and staff only.

**Disability:** The proposal affects primary school pupils and staff only. Impacts are limited to the exemplar of decarbonisation action and a small energy bill saving. Neither the impacts nor the population disproportionately affect disabled people.

**Gender reassignment:**

The proposal affects primary school pupils and staff only. Impacts are limited to the exemplar of decarbonisation action and a small energy bill saving. Neither the impacts nor the population disproportionately affect transgender people.

**Marriage and civil partnership:** The proposal affects primary school pupils and staff only. Impacts are limited to the exemplar of decarbonisation action and a small energy bill saving. Neither the impacts nor the population disproportionately affect people according to their marital status.

**Pregnancy and maternity:** The proposal affects primary school pupils and staff only. Impacts are limited to the exemplar of decarbonisation action and a small energy bill saving. Neither the impacts nor the population disproportionately affect pregnant women.

**Race:** The proposal affects primary school pupils and staff only. Impacts are limited to the exemplar of decarbonisation action and a small energy bill saving. Neither the impacts nor the population disproportionately affect people of different races.

**Religion or belief (including no belief):** The proposal affects primary school pupils and staff only. Impacts are limited to the exemplar of decarbonisation action and a small energy bill saving. Neither the impacts nor the population disproportionately affect people according to their religious beliefs.

**Sex:** The proposal affects primary school pupils and staff only. Impacts are limited to the exemplar of decarbonisation action and a small energy bill saving. Neither the impacts nor the population disproportionately affect people of any particular sex.

**Sexual orientation:** The proposal affects primary school pupils and staff only. Impacts are limited to the exemplar of decarbonisation action and a small energy bill saving. Neither the impacts nor the population disproportionately affect people of any particular sexual orientation.

**Socio-economic inequalities:** The proposal affects primary school pupils and staff only. Impacts are limited to the exemplar of decarbonisation action and a small energy bill saving. Neither the impacts nor the population have disproportionate impacts on different socioeconomic groups.

**Head of service:** Sheryl French

**Head of service email:** sheryl.french@cambridgeshire.gov.uk

**Confirmation:** I confirm that this HoS is correct