

Equality, Diversity, Cohesion and Integration Screening



As a public authority we need to ensure that all our strategies, policies, service and functions, both current and proposed have given proper consideration to equality, diversity, cohesion and integration.

A **screening** process can help judge relevance and provides a record of both the **process** and **decision**. Screening should be a short, sharp exercise that determines relevance for all new and revised strategies, policies, services and functions.

Completed at the earliest opportunity it will help to determine:

- the relevance of proposals and decisions to equality, diversity, cohesion and integration.
- whether or not equality, diversity, cohesion and integration is being/has already been considered, and
- whether or not it is necessary to carry out an impact assessment.

Directorate: Environment & Housing	Service area: Property and Contracts
Lead person: Jon Andrews	Contact number: 2476117

1. Title: Solar PV Initiative
Is this a:
<input type="checkbox"/> Strategy / Policy <input checked="" type="checkbox"/> Service / Function <input type="checkbox"/> Other
If other, please specify

2. Please provide a brief description of what you are screening
<p>A project to deliver c 1000 solar photovoltaic (PV) systems to council houses across the city. These will provide free daytime electricity to tenants and generate an income to LCC, which may be used to finance other energy efficiency/carbon saving projects.</p> <p>The properties that receive solar panels will be determined by a 3-stage assessment of:</p> <ul style="list-style-type: none"> • the suitability of different council house ‘letting areas’, based on a desk-top assessment score derived from the proportion of roofs which were aligned within +/- 45° of due south; the proportion of roofs which were non-hipped (i.e. large enough for the PV panels); and the proportion of roofs which were free from obstruction (e.g. dormer windows, large chimneys etc). No weighting was applied to any of these factors; • a desk-top assessment of individual properties which considered roof sizes, the size of PV array that could be installed and possible obstructions/shading

- issues; and
- study work by the Distribution Network Operator (DNO) to confirm the size of PV systems that could be safely installed on individual properties without having an adverse effect on the electrical distribution network (or 'grid') in that area or requiring network upgrade works.

3. Relevance to equality, diversity, cohesion and integration

All the council's strategies/policies, services/functions affect service users, employees or the wider community – city wide or more local. These will also have a greater/lesser relevance to equality, diversity, cohesion and integration.

The following questions will help you to identify how relevant your proposals are.

When considering these questions think about age, carers, disability, gender reassignment, race, religion or belief, sex, sexual orientation and any other relevant characteristics (for example socio-economic status, social class, income, unemployment, residential location or family background and education or skills levels).

Questions	Yes	No
Is there an existing or likely differential impact for the different equality characteristics?		X
Have there been or likely to be any public concerns about the policy or proposal?		X
Could the proposal affect how our services, commissioning or procurement activities are organised, provided, located and by whom?		X
Could the proposal affect our workforce or employment practices?		X
Does the proposal involve or will it have an impact on <ul style="list-style-type: none"> Eliminating unlawful discrimination, victimisation and harassment Advancing equality of opportunity Fostering good relations 		X

If you have answered **no** to the questions above please complete **sections 6 and 7**

If you have answered **yes** to any of the above and;

- Believe you have already considered the impact on equality, diversity, cohesion and integration within your proposal please go to **section 4**.
- Are not already considering the impact on equality, diversity, cohesion and integration within your proposal please go to **section 5**.

4. Considering the impact on equality, diversity, cohesion and integration

If you can demonstrate you have considered how your proposals impact on equality, diversity, cohesion and integration you have carried out an impact assessment.

Please provide specific details for all three areas below (use the prompts for guidance).

- **How have you considered equality, diversity, cohesion and integration?** (think about the scope of the proposal, who is likely to be affected, equality related information, gaps in information and plans to address, consultation and engagement activities (taken place or planned) with those likely to be affected)

All tenants living in the most suitable 1000 properties will be offered solar panels. Individual customer contact needs and preferences as detailed in the Council's housing management system (Orchard) will be used to ensure contact is made in the appropriate manner. Tenant engagement activities are ongoing via area by area information events. There will be further contact via dedicated tenant liaison officers when the scheme rolls out.

- **Key findings** (think about any potential positive and negative impact on different equality characteristics, potential to promote strong and positive relationships between groups, potential to bring groups/communities into increased contact with each other, perception that the proposal could benefit one group at the expense of another)

Inclusion/exclusion is based entirely on property characteristics rather than any personal or group characteristics. Anybody living in a suitable property in the first phase of PV installations will be offered the solar panels. Panels can be refused if individuals do not want them installed.

- **Actions** (think about how you will promote positive impact and remove/ reduce negative impact)

The scheme is primarily positive in that anyone living in a suitable property can have the panels installed and benefit from the free electricity generated. Impacts will be publicised via case studies and/or press releases/newsletter articles.

The income generated may be used to finance other projects which could bring benefits to tenants in unsuitable properties and/or the wider public. Again these will be publicised via case studies and/or press releases/newsletter articles.

There is no negative impact.

5. If you are **not already considering the impact on equality, diversity, cohesion and integration you **will need to carry out an impact assessment**.**

Date to scope and plan your impact assessment:	
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Date to complete your impact assessment	
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Lead person for your impact assessment (Include name and job title)	
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6. Governance, ownership and approval

Please state here who has approved the actions and outcomes of the screening

Name	Job title	Date
Mark Grandfield	Head of Sustainable Development	13/02/15

7. Publishing

This screening document will act as evidence that due regard to equality and diversity has been given. If you are not carrying out an independent impact assessment the screening document will need to be published.

Please send a copy to the Equality Team for publishing

Date screening completed	13/02/15
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Date sent to Equality Team	13/02/15
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Date published (To be completed by the Equality Team)	
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