

**You will need to produce an Equality Impact Assessment (EqIA) if:**

- You are developing a new policy, strategy, or service
- You are making changes that will affect front-line services
- You are reducing budgets, which may affect front-line services
- You are changing the way services are funded and this may impact the quality of the service and who can access it
- You are making a decision that could have a different impact on different groups of people
- You are making staff redundant or changing their roles

Guidance notes on how to complete an EqIA and sign off process are available on the Hub under Equality and Diversity.

You must read the [guidance notes](#) and ensure you have followed all stages of the EqIA approval process.

Section 2 of the template requires you to undertake an assessment of the impact of your proposals on groups with protected characteristics.

Borough profile data and other sources of statistical information on each group can be found on the Harrow hub, within the section entitled:

Equality Impact Assessment - [Borough profile data](#) and other sources of information to help you complete your EqIA template.

Equality Impact Assessment (EqIA)		
Type of Decision:	<input checked="" type="radio"/> Cabinet <input type="radio"/> Portfolio holder <input type="radio"/> Other (state)	
Title of Proposal	Harrow Energy Procurement Strategy 2020-24	Date EqIA created February 2020
Value of savings to be made (if applicable):	N/A	
Name and job title of completing/lead Officer	Saeed Atlas – Corporate Energy Manager	
Directorate/ Service responsible	Community Directorate - Paul Walker, Corporate Director Community	
Organisational approval		
EqIA approved by Directorate Equalities Lead		<b>Dave Corby</b> <input checked="" type="checkbox"/> <b>Tick this box to indicate that you have approved this EqIA</b>  <b>Date of approval</b>  <b>14/02/2020</b>

**1. Summary of proposal, impact on groups with protected characteristics and mitigating actions**  
(to be completed **after** you have completed sections 2 - 5)

**a) What is your proposal?**

The Council's existing energy contract covers energy provision until the end of September 2020. Harrow Council's energy bills for corporate buildings, state schools, academies, street lighting and housing landlord's supplies are currently approximately £6m per annum.

Currently a portion of the Council's energy is purchased in advance of the usage period. In order to ensure continuity of this advanced purchase, the new contract needs to be in place from 1<sup>st</sup> October 2020. Gas and electricity market prices are highly volatile and a long purchase window allows effective monitoring of the wholesale energy market prices and procurement at the best possible rates. Early contract agreement enables the energy supplier to commence purchasing energy on our behalf and respond to market price changes, taking advantage of potential favourable buying opportunities.

This energy procurement strategy describes the scope of the new procurement for 2020-24, the council's business requirement and summarises the council's ongoing review of the energy market place. It also covers procurement options appraisal, choice of procurement route, and the procurement program. Other more project-based issues are also covered where they are likely to impact on the procurement, such as risks, budget, and dependencies etc. The purpose of this is to ensure the successful management and delivery of the new contract throughout its lifetime.

**b) Summarise the impact of your proposal on groups with protected characteristics**

The proposal has no impact on groups with protected characteristics.

**c) Summarise any potential negative impact(s) identified and mitigating actions**

The proposals for purchasing the council's energy supplies do not result in any disproportionate disadvantage to any specific group.

<b>2. Assessing impact</b>					
You are required to undertake a detailed analysis of the impact of your proposals on groups with protected characteristics. You should refer to <a href="#">borough profile data</a> , <a href="#">equalities data</a> , service user information, consultation responses and any other relevant data/evidence to help you assess and explain what impact (if any) your proposal(s) will have on <b>each</b> group. Where there are gaps in data, you should state this in the boxes below and what action (if any), you will take to address this in the future.		What does the evidence tell you about the impact your proposal may have on groups with protected characteristics? Click the relevant box to indicate whether your proposal will have a positive impact, negative (minor, major), or no impact			
<b>Protected characteristic</b>	For <b>each</b> protected characteristic, explain in detail what the evidence is suggesting and the impact of your proposal (if any). Click the appropriate box on the right to indicate the outcome of your analysis.	Positive impact	<b>Negative impact</b>		No impact
			Minor	Major	
<b>Age</b>	Although Schools and young children are a considerable proportion of the beneficiaries of this contract agreement, there is no data to suggest that this characteristic will be disproportionately affected by the contract.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<b>Disability</b>	The proposal has no impact on groups with protected characteristics.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<b>Gender reassignment</b>	There is no data to suggest that this characteristic will be disproportionately affected by the contract	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

<b>Marriage and Civil Partnership</b>	There is no data to suggest that this characteristic will be disproportionately affected by the contract	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<b>Pregnancy and Maternity</b>	There is no data to suggest that this characteristic will be disproportionately affected by the contract	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<b>Race/ Ethnicity</b>	There is no data to suggest that this characteristic will be disproportionately affected by the contract	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<b>Religion or belief</b>	There is no data to suggest that this characteristic will be disproportionately affected by the contract	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<b>Sex</b>	There is no data to suggest that this characteristic will be disproportionately affected by the contract	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<b>Sexual Orientation</b>	Vitality Profiles, GLA Datasets, Local Economic Assessment reviewed no data to determine impact. Although improving infrastructure; housing, transport, schools, creating jobs and improving access to employment, skills development, and business start-up will be of universal benefit	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

**2.1 Cumulative impact – considering what else is happening within the Council and Harrow as a whole, could your proposals have a cumulative impact on groups with protected characteristics?**

Yes                      No

If you clicked the Yes box, which groups with protected characteristics could be affected and what is the potential impact? Include details in the space below  
N/A

### 3. Actions to mitigate/remove negative impact

**Only complete this section if your assessment (in section 2) suggests that your proposals may have a negative impact on groups with protected characteristics. If you have not identified any negative impacts, please complete sections 4 and 5.**

In the table below, please state what these potential negative impact (s) are, mitigating actions and steps taken to ensure that these measures will address and remove any negative impacts identified and by when. Please also state how you will monitor the impact of your proposal once implemented.

State what the negative impact(s) are for <b>each</b> group, identified in section 2. In addition, you should also consider and state potential risks associated with your proposal.	Measures to mitigate negative impact (provide details, including details of and additional consultation undertaken/to be carried out in the future). If you are unable to identify measures to mitigate impact, please state so and provide a brief explanation.	What action (s) will you take to assess whether these measures have addressed and removed any negative impacts identified in your analysis? Please provide details. If you have previously stated that you are unable to identify measures to mitigate impact please state below.	Deadline date	Lead Officer
N/A	N/A	N/A		

#### 4. Public Sector Equality Duty

How does your proposal meet the Public Sector Equality Duty (PSED) to:

1. Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act 2010
2. Advance equality of opportunity between people from different groups
3. Foster good relations between people from different groups

No negative impacts have been identified.

There will be a minor benefit to schools and young from this contract agreement

#### 5. Outcome of the Equality Impact Assessment (EqIA) click the box that applies

Outcome 1

**No change required: the EqIA has not identified any potential for disproportionate impact and all opportunities to advance equality of opportunity are being addressed**

Outcome 2

**Adjustments to remove/mitigate negative impacts identified by the assessment, or to better advance equality, as stated in section 3&4**

Outcome 3

**This EqIA has identified missed opportunities to advance equality and/or foster good relations. However, it is still reasonable to continue with the activity. Outline the reasons for this and the information used to reach this decision in the space below.**