

APPENDIX 1

GW1 Council Energy Contracts Procurement

Equality Impact and Needs Analysis

Section 1: Equality Analysis Details

Proposed policy/decision/business plan to which this equality analysis relates	The council is seeking Cabinet approval to use LASER's Flexible Procurement Framework to purchase and supply gas and electricity.
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Equality analysis author	Rachel Gates				
Strategic Director:	Toni Ainge				
Department	Environment, Neighbourhoods and Growth	Division	Climate Change		
Period analysis undertaken	April – May 2024				
Date of review (if applicable)	N/A				
Sign-off	Tom Sharland	Position	Climate Change Programme Director	Date	06/06/24

Section 2: Brief description of policy/decision/business plan

1.1 Brief description of policy/decision/business plan

The council is seeking Cabinet approval to use LASER's Flexible Procurement Framework to purchase and supply gas and electricity.

The duration of this proposed contract agreement is four years (1 April 2025 - 31 March 2029) with a possible 1 year extension (31 March 2030).

The council currently hold two contracts with LASER for the provision of gas and electric, which expire in March 2025. The award of the replacement contract must happen 6 months prior to this expiry date to ensure continual provision of energy.

The current framework agreement under LASER has shown competitive rates for energy against the market. They also offer a range of ancillary services regarding billing, invoicing, and accuracy checks to support the council's management of its energy supply.

Prior to gateway 2 an evaluation will be carried out of the purchasing options, green energy options and service level agreements. The outcome of this evaluation, and subsequent recommendations will require further Equality Impact and Needs analysis.

Section 3: Overview of service users and key stakeholders consulted

2. Service users and stakeholders

Key users of the department or service	<ul style="list-style-type: none">• Users of the council's operational buildings including the corporate offices, depots, leisure centres and libraries• Street lighting• Tenants whom reside in the council's housing estate, or leaseholders who have purchased under the right to buy scheme
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	<ul style="list-style-type: none"> Borough schools that have opted in to the contract
Key stakeholders were/are involved in this policy/decision/business plan	<ul style="list-style-type: none"> Climate Change Programme Director Strategic Director of Environment, Neighbourhoods and Growth Strategic Director of Finance Cabinet Member for the Climate Emergency, Clean Air and Streets Cabinet Member for Communities, Democracy & Finance Procurement Finance Legal Home Ownership

Section 4: Pre-implementation equality analysis

This section considers the potential impacts (positive and negative) on groups with ‘protected characteristics’, the equality information on which this analysis is based and any mitigating actions to be taken.

Age - Where this is referred to, it refers to a person belonging to a particular age (e.g. 32 year olds) or range of ages (e.g. 18 - 30 year olds).	
Potential impacts (positive and negative) of proposed policy/decision/business plan	Potential Socio-Economic impacts (positive and negative)
No potential impacts of propose decision on this protected characteristic group.	N/A
Equality information on which above analysis is based	Socio-Economic data on which above analysis is based

N/A	N/A
Mitigating actions to be taken	
N/A	N/A

Disability - A person has a disability if s/he has a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities.	
Potential impacts (positive and negative) of proposed policy/decision/business plan	Potential socio-economic impacts (positive and negative)
No potential impacts of propose decision on this protected characteristic group.	N/A
Equality information on which above analysis is based	Socio-economic data on which above analysis is based
N/A	N/A
Mitigating actions to be taken	
N/A	N/A

Gender reassignment - The process of transitioning from one gender to another.

Potential impacts (positive and negative) of proposed policy/decision/business plan	Potential socio-economic impacts (positive and negative)
No potential impacts of propose decision on this protected characteristic group.	N/A
Equality information on which above analysis is based.	Socio-economic data on which above analysis is based
N/A	N/A
Mitigating actions to be taken	
N/A	

<p>Marriage and civil partnership – In England and Wales marriage is no longer restricted to a union between a man and a woman but now includes a marriage between a same-sex couples. Same-sex couples can also have their relationships legally recognised as 'civil partnerships'. Civil partners must not be treated less favourably than married couples and must be treated the same as married couples on a wide range of legal matters. (Only to be considered in respect to the need to eliminate discrimination.)</p>	
Potential impacts (positive and negative) of proposed policy/decision/business plan	Potential socio-economic impacts (positive and negative)
No potential impacts of proposed decision on this protected characteristic group.	N/A
Equality information on which above analysis is based.	Socio-economic data on which above analysis is based

N/A	N/A
Mitigating actions to be taken	
N/A	

<p>Pregnancy and maternity - Pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth, and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.</p>	
Potential impacts (positive and negative) of proposed policy/decision/business plan	Potential socio-economic impacts (positive and negative)
No potential impacts of proposed decision on this protected characteristic group.	N/A
Equality information on which above analysis is based.	Socio-economic data on which above analysis is based
N/A	N/A
Mitigating actions to be taken	
N/A	

Race - Refers to the protected characteristic of Race. It refers to a group of people defined by their race, colour, and nationality (including citizenship) ethnic or national origins. N.B. Gypsy,

Roma and Traveller are recognised racial groups and their needs should be considered alongside all others.	
Potential impacts (positive and negative) of proposed policy/decision/business plan	Potential socio-economic impacts (positive and negative)
No potential impacts of proposed decision on this protected characteristic group.	N/A
Equality information on which above analysis is based.	Socio-economic data on which above analysis is based
N/A	N/A
Mitigating actions to be taken	
N/A	

Religion and belief - Religion has the meaning usually given to it but belief includes religious and philosophical beliefs including lack of belief (e.g. Atheism). Generally, a belief should affect your life choices or the way you live for it to be included in the definition.	
Potential impacts (positive and negative) of proposed policy/decision/business plan	Potential socio-economic impacts (positive and negative)
No potential impacts of proposed decision on this protected characteristic group.	N/A
Equality information on which above analysis is based.	Socio-economic data on which above analysis is based
N/A	N/A

Mitigating actions to be taken	
N/A	

Sex - A man or a woman.	
Potential impacts (positive and negative) of proposed policy/decision/business plan	Potential socio-economic impacts (positive and negative)
No potential impacts of proposed decision on this protected characteristic group.	N/A
Equality information on which above analysis is based.	Socio-economic data on which above analysis is based
N/A	N/A
Mitigating actions to be taken	
N/A	

Sexual orientation - Whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes	
Potential impacts (positive and negative) of proposed policy/decision/business plan	Potential socio-economic impacts (positive and negative)
No potential impacts of proposed decision on this protected characteristic group.	N/A

Equality information on which above analysis is based.	Socio-economic data on which above analysis is based
N/A	N/A
Mitigating actions to be taken	
N/A	

Climate Change – Southwark Council recognises that climate change is an issue that affects everyone, but affects certain communities more than others. The Council has a duty to ensure that its policies and practices help to mitigate the impact of climate change on all residents in the Borough, by reducing carbon emissions and protecting our biodiversity. You can find further guidance on this in our climate change strategy.	
Potential impacts (positive and negative) of proposed policy/decision/business plan	Potential socio-economic impacts (positive and negative)
<p>As part of the LASER framework agreement there is the opportunity to sign up to green energy options which will help to achieve the council's ambition of being carbon neutral by 2030.</p> <p>These will be further detailed in the gateway 2 report, with a respective EINA.</p>	N/A
Equality information on which above analysis is based.	Socio-economic data on which above analysis is based
N/A	N/A
Mitigating actions to be taken	
N/A	

Human Rights

There are 16 rights in the Human Rights Act. Each one is called an Article. They are all taken from the European Convention on Human Rights. The Articles are The right to life, Freedom from torture, inhuman and degrading treatment, Freedom from forced labour, Right to Liberty, Fair trial, Retrospective penalties, Privacy, Freedom of conscience, Freedom of expression, Freedom of assembly, Marriage and family, Freedom from discrimination and the First Protocol

Potential impacts (positive and negative) of proposed policy/decision/business plan

No potential impacts of proposed decision on Human Rights.

Information on which above analysis is based

N/A

Mitigating actions to be taken

N/A

Section 5: Further actions

5. Further actions

Based on the initial analysis above, please detail the key mitigating actions or the areas identified as requiring more detailed analysis.

Number	Description of issue	Action	Timeframe
1	No potential impact found on PCGs, climate change and human rights on this decision. However,	Carry out an EINA on subsequent gateway 2 report, and the relevant decisions included in that.	June – July 2024

	subsequent decision making regarding purchasing options, green energy options and service level agreements may have potential impacts.		
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