

GW2 Council Energy Contracts Procurement

Equality Impact and Needs Analysis

Section 1: Equality Analysis Details

<p>Proposed policy/decision/business plan to which this equality analysis relates</p>	<p>The council is seeking approval from the Strategic Director of Environment Neighbourhoods and Growth to approve:</p> <ul style="list-style-type: none"> • The use of LASER’s framework supplier for electricity – Npower, and framework supplier for gas – Corona. • Price Certainty basket option • Fully Managed service level agreement
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<p>Department</p>	<p>Environment, Neighbourhoods and Growth</p>	<p>Division</p>	<p>Climate Change</p>		
<p>Period analysis undertaken</p>	<p>June - July 2024</p>				
<p>Date of review (if applicable)</p>	<p>N/A</p>				
<p>Sign-off</p>	<p>Tom Sharland</p>	<p>Position</p>	<p>Climate Change Programme Director</p>	<p>Date</p>	<p>26/07/2024</p>

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

1.1 Brief description of policy/decision/business plan

The council recommends the Strategic Director of Environment, Neighbourhoods and Growth approves:

- the use of LASER's appointed energy framework supplier for electricity – Npower Ltd, under LASER framework agreement Y22009 for an estimated value of £20m pa; and the appointed energy framework supplier for gas – Corona, under LASER framework agreement Y22008 for an estimated value of £18m pa.
- the use of a Price Certainty purchasing strategy
- the use of a Fully Managed service level agreement
- to cease the purchase of REGOs for operational buildings and for this to be invested in other decarbonisation projects which support additionality.

Section 3: Overview of service users and key stakeholders consulted

2. Service users and stakeholders	
<p>Key users of the department or service</p>	<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 • Borough schools that have opted in to the contract
<p>Key stakeholders were/are involved in this policy/decision/business plan</p>	<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)
<p>If the purchasing strategy 'price certainty' does not provide value for money/affordability this may trigger fuel poverty for older residents, especially those on lower incomes. Older people are likely to experience more negative impacts of fuel poverty as they are more likely to stay at home for extended periods and, as a result, move around less and feel cold more quickly.</p>	N/A
Equality information on which above analysis is based	Socio-Economic data on which above analysis is based
<p>8.3% of residents in Southwark are 65+. This is lower than the London average of 12%.</p> <p>Census, 2021</p>	N/A
Mitigating actions to be taken	
<p>A thorough evaluation on basket options has been carried out, including historical comparison of how the proposed basket option has performed. Although no guarantee can be made about how energy markets may change, the price certainty option provides some security against market volatility and budget certainty.</p>	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)

Having a disability is linked to higher living costs and home energy needs, so high energy prices are having an even bigger impact on disabled people, and are also more likely to be unemployed and relying on universal credit. If the purchasing strategy 'price certainty' does not provide value for money/affordability this may trigger fuel poverty for disabled residents.	N/A
Equality information on which above analysis is based	Socio-economic data on which above analysis is based
https://energysavingtrust.org.uk/disabled-people-help-energy-bills/ 8.2% of residents in Southwark are registered disabled. This is lower than the London average of 15.7%. Census, 2021	N/A
Mitigating actions to be taken	
A thorough evaluation on basket options has been carried out, including historical comparison of how the proposed basket option has performed. Although no guarantee can be made about how energy markets may change, the price certainty option provides some security against market volatility and budget certainty.	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 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>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>	
<p>Potential impacts (positive and negative) of proposed policy/decision/business plan</p>	<p>Potential socio-economic impacts (positive and negative)</p>
<p>Pregnant women may have specific health needs that require higher use of energy. This may mean they are more impacted by an increase in energy prices.</p>	<p>N/A</p>
<p>Equality information on which above analysis is based.</p>	<p>Socio-economic data on which above analysis is based</p>
<p>Southwark has a high and rising number of births due to increasing numbers of women of child bearing age and increasing birth rates amongst those women.</p>	<p>N/A</p>
<p>Mitigating actions to be taken</p>	
<p>A thorough evaluation on basket options has been carried out, including historical comparison of how the proposed basket option has performed. Although no guarantee can be made about how energy markets may change, the price certainty option provides some security against market volatility and budget certainty.</p>	

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)
<p>The UK is also home to more than 8 million people who identify as belonging to an ethnic minority group; in England, around 17.7% of non-white ethnic minority households are in energy poverty, in contrast to the average of 10.3% of White households.</p> <p>Therefore fuel poverty disproportionately affects ethnic minorities. If the purchasing strategy 'price certainty' does not provide value for money/affordability this may trigger fuel poverty for disabled residents.</p>	N/A
<p>Equality information on which above analysis is based.</p>	<p>Socio-economic data on which above analysis is based</p>
<p>https://www.creds.ac.uk/energy-injustice-and-ethnic-minorities-in-the-united-kingdom/</p>	N/A
<p>Mitigating actions to be taken</p>	
<p>A thorough evaluation on basket options has been carried out, including historical comparison of how the proposed basket option has performed. Although no guarantee can be made about how energy markets may change, the price certainty option provides some security against market volatility and budget certainty.</p>	

<p>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.</p>	
<p>Potential impacts (positive and negative) of proposed policy/decision/business plan</p>	<p>Potential socio-economic impacts (positive and negative)</p>

N/A – no religious sites are funded under the LASER energy contract.	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)
Households with children headed by a single adult have been the hardest hit by the rising energy prices. 83% of single-parent households are led by women. There has been a surge in the share of women who were late in paying their energy bills and single mothers were more likely than other groups to struggle to pay their energy bills.	N/A
Equality information on which above analysis is based.	Socio-economic data on which above analysis is based
In Southwark, over 12,100 households are made up of a lone parent with at least one dependent child. 9% of all household types in Southwark, though this varies substantially across the borough. 51.6% of people in Southwark are female.	N/A

Census, 2021.	
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>The council is proposing to cease the purchase of REGOs and to invest more in schemes which provide additionality to the national grid increasing renewable energy, and funding decarbonisation projects in the borough which reduce scope 1 and 2 emissions.</p> <p>The above should have a positive impact on climate change.</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	Potential impact on ethnic minorities, older people, women, pregnant women and disabled users of contract if purchasing strategy selected does not provide value for money and affordability.	Annual review of purchasing strategy to ensure that basket option selected is most likely to provide greatest value for money for the council and its end users.	Annually, between 2025 to 2029.