



## Appendix B2

### Equality Impact/Fairer Scotland Duty Assessment Form

#### Step 1

**Name of Proposal** (includes e. g. budget savings, committee reports, strategies, policies, procedures, service reviews, functions):

Reduce Temperature in Buildings

#### Review Objectives:

Reduce our energy use and carbon emissions resulting from heating our buildings.

#### Step 2

Is this only a **screening** Equality Impact Assessment

Yes/**No**

**(A)** If Yes, please choose from the following options **all** reasons why a full EIA/FSD is not required:

(i) It does not impact on people

Yes/No

(ii) It is a percentage increase in fees which has no differential impact on protected characteristics

Yes/No

(iii) It is for information only

Yes/No

(iv) It is reflective e.g. of budget spend over a financial year

Yes/No

(v) It is technical

Yes/No

If you have answered yes to any of points above, please go to **Step 16**, and sign off the Assessment.

**(B)** If you have answered No to the above, please indicate the following:

Is this a full Equality Impact Assessment

**Yes/No**

Is this a Fairer Scotland Duty Assessment

**Yes/No**

If you have answered Yes to either or both of the above, continue with Step 3.

If your proposal is a **strategy** please ensure you complete Step 13 which is the Fairer Scotland Duty Assessment.

### Step 3

(i)Lead Directorate/Service: Infrastructure & Environment – Property Asset

(ii)Are there any **relevant** statutory requirements affecting this proposal? If so, please describe.

No, as temperatures will exceed the minimum workplace temps set out in the Code of Practice - Workplace (Health, Safety and Welfare) Regulations 1992. The temperatures in schools and pools also exceed the minimum temperatures set out in The School Premises (Scotland) Regulations 1967.

(iii)What is the aim of the proposal?

Reduce our energy use and carbon emissions resulting from heating our buildings in 23/24 and thereafter to help sustain the current provision of facilities.

(iv)Is it a new proposal?      **Yes/No**      Please indicate      OR

Is it a review of e.g. an existing budget saving, report, strategy, policy, service review, procedure or function?      **Yes/No**      Please indicate

### Step 4: Which people does your proposal involve or have consequences for?

Please indicate all which apply:

Employees      **Yes/No**

Job Applicants      **Yes/No**

Service users      **Yes/No**

Members of the public      **Yes/No**

**Step 5: List the evidence/data/research that has been used in this assessment (links to data sources, information etc which you may find useful are in the Guidance). This could include:**

**Internal data** (e.g. customer satisfaction surveys; equality monitoring data; customer complaints).

We have reviewed our energy consumption and have evidenced that this can be cut by reducing heating temperatures.

We regularly receive complaints about levels of heating but this is normal as we all have different thresholds of thermal comfort.

**Internal consultation** (e.g. with staff, trade unions and any other services affected).

The above review was agreed by Corporate Leadership Team.

**External data** (e.g. Census, equality reports, equality evidence finder, performance reports, research, available statistics)

We are receiving complaints from Angus Alive service users regarding the temperature of pools following the implementation of a pilot exercise to reduce temperatures by one degree rather than the proposed two degrees.

Sport Scotland guidance suggest our proposed temperatures in swimming pools will be adequate for club swimming, recreational swimming and learning to swim programmes. The temperatures will be below those recommended for some community activities, toddlers, and disabled swimmers.

We are in discussions with Angus Alive regarding the buildings they operate and any impact which will be monitored following the reduction.

**External consultation** (e.g. partner organisations, national organisations, community groups, other councils).

We are consulting with Angus Alive regarding the buildings they operate and any impact.

**Other** (general information as appropriate).

N/A

### **Step 6: Evidence Gaps.**

Are there any gaps in the equality information you currently hold? **Yes/No**

If yes, please state what they are, and what measures you will take to obtain the evidence you need.

Services user characteristics are unknown to Angus Council but known by Angus Alive and will be monitored following the reduction.

### **Step 7: Are there potential differential impacts on protected characteristic groups?**

Please complete for each group, including details of the potential impact on those affected. Please remember to take into account any particular impact resulting from **Covid-19**.

**Please state if there is a potentially positive, negative, neutral or unknown impact for each group. Please state the reason(s) why.**

Age

#### **Impact**

Swimming pool and pool hall temperatures may be too low for toddlers.

Disability

**Impact**

Swimming pool and pool hall temperatures may be too low for those with disabilities.

Gender reassignment

**Impact**

Neutral

Marriage and Civil Partnership

**Impact**

Neutral

Pregnancy/Maternity

**Impact**

Neutral

Race - (includes Gypsy Travellers)

**Impact**

Neutral

Religion or Belief

**Impact**

Neutral

Sex

**Impact**

Neutral

Sexual orientation

**Impact**

Neutral

**Step 8: Consultation with any of the groups potentially affected**

If you have consulted with any group potentially affected, please give details of how this was done and what the results were.

**N/A**

If you have not consulted with any group potentially affected, how have you ensured that you can make an informed decision about mitigating action of any negative impact (Step 9)?

**Step 9: What mitigating steps will be taken to remove or reduce potentially negative impacts?**

New heating policy recommends a flexible approach to uniform/staff dress policies to help ensure that children, young people and staff can stay warm.

Angus Alive will monitor impacts in their premises with potential to make adjustments. This may inform a review of different pool temperatures at specific venues.

**Step 10: If a potentially negative impact has been identified, please state below the justification.**

The review is being undertaken to deliver savings/efficiencies for the council.

**Step 11: In what way does this proposal contribute to any or all of the public sector equality duty to: eliminate unlawful discrimination; advance equality of opportunity; and foster good relations between people of different protected characteristics?**

The proposal does not contribute to the council's general duty.

**Step 12: Is there any action which could be taken to advance equalities in relation to this proposal?**

No

**Step 13: FAIRER SCOTLAND DUTY**

This step is only applicable to **strategies** which are key, high level decisions. If your proposal is **not** a strategy, please leave this Step blank, and go to Step 14.

**Emphasise again this proposal is not a strategy.**

Links to data sources, information etc which you may find useful are in the Guidance.

**Step 14: What arrangements will be put in place to monitor and review the Equality Impact/Fairer Scotland Duty Assessment?**

Regular review of complaints received and checking of the temperatures to ensure correct settings are maintained. Request feedback from Angus Alive comments from service users.

**Step 15: Where will this Equality Impact/Fairer Scotland Duty Assessment be published?**

On Council website along with relevant committee report .

**Step 16: Sign off and Authorisation.** Please state name, post, and date for each:

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Reviewed by: Douglas Henderson – Manager Property Asset. 09.02.2023.

Approved by: Graeme Dailly – Director of Infrastructure & Environment, 10.02.23

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