

Equality impact Assessment

Project Information	
Project Name <i>This should clearly explain what service / policy / strategy / change you are assessing</i>	Three Rivers House Solar PV Project
Service Area <i>Main team responsible for the policy, practice, service or function being assessed</i>	Climate Change and Sustainability Property and Major Projects
EIA Author <i>Name and Job Title</i>	Joanna Hewitson, Climate Change and Sustainability Manager
Date EIA drafted	06/06/25
ID number <i>This will be added by the Strategy and Partnerships Team</i>	CC005

Executive summary	
Focus of EIA <i>A member of the public should have a good understanding of the policy or service and any proposals after reading this section.</i> <i>Please use plain English and write any acronyms in full first time - eg: 'Equality Impact Assessment (EIA)'</i> <i>This section should explain what you are assessing:</i> <ul style="list-style-type: none"> <i>If the EIA is attached to a report, summarise the report.</i> <i>Provide information on whether any of the following communities could be affected by the policy, practice, service or function, or by how it is delivered?</i> <i>(age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex, sexual orientation, and marriage and civil partnership) in addition, TRDC recognises other communities may be vulnerable to disadvantage, this includes carers, people experiencing domestic abuse, substance misusers, homeless people, looked after children, (ex) armed forces personnel.</i> 	<p>This Equality Impact Assessment (EIA) evaluates a project to install solar photovoltaic (PV) panels to the roof of Three Rivers House in Rickmansworth.</p> <p>Three Rivers House is the council's headquarters and is among the highest electricity-consuming council buildings. The installation of solar PV panels will reduce the carbon emissions of the building and help the council to achieve its aim of carbon net zero operations by 2030.</p> <p>Reducing carbon emissions is essential to tackling climate change, as excess carbon dioxide and other greenhouse gases trap heat in the atmosphere, leading to global warming and its associated environmental impacts</p> <p>This EIA accompanies a report which outlines the proposed rooftop solar PV design for Three Rivers House. The report also identifies the environmental benefits and financial costs and savings of that design.</p> <p>Because the project is limited to the roof of Three Rivers House it has no impact on the wider community and will not disadvantage residents, including those residents with protected characteristics.</p>

Mitigations		
Protected Characteristic	Potential Issue <i>Against each protected characteristics, make a frank and realistic assessment of what issues may or do occur</i>	Mitigating Actions <i>How can the negative impacts be reduced or avoided by the mitigating measures? Is further engagement with specific communities needed? Is more research or monitoring needed? Does there need to be a change in the proposal itself?</i>
Age	None	N/A
Disability	None	N/A
Gender reassignment (or affirmation)	None	N/A
Pregnancy or maternity	None	N/A
Race	None	N/A
Religion or belief	None	N/A
Sex	None	N/A
Sexual Orientation	None	N/A
Marriage and Civil Partnership	None	N/A
The council recognises other communities may be vulnerable to disadvantage, this includes carers,	None	N/A

people experiencing domestic abuse, substance misusers, homeless people, looked after children and care leavers, (ex) armed forces personnel.		
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Actions Planned
<p><i>In this section you can add information on additional or proactive steps you are taking that enhance equity, engagement or equality of access to services, as well as those mitigating actions identified in the section above that will be undertaken.</i></p> <p><i>The Equality Duty is an ongoing duty: policies must be kept under review, continuing to give 'due regard' to the duty. If an assessment of a broad proposal leads to more specific proposals, then further equality assessment and consultation are needed.</i></p> <p>None</p>

Additional Information
<p><i>Space to provide any additional information in relation to protected characteristics or equity, diversity, equality and inclusion.</i></p> <p>None</p>

Sign off:

Equalities Lead Officer	Date
Shivani Davé	06/06/2025

