

Equality impact Assessment

Project Information	
Project Name <i>This should clearly explain what service / policy / strategy / change you are assessing</i>	Solar PV and battery grant for SME's and Community Buildings
Service Area <i>Main team responsible for the policy, practice, service or function being assessed</i>	Climate Change
EIA Author <i>Name and Job Title</i>	Joanna Hewitson : Climate Change and Sustainability Manager
Date EIA drafted	17/08/26
ID number <i>This will be added by the Strategy and Partnerships Team</i>	

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> <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>	1.1 The Equality Impact Assessment is connected to a report going to Policy and Resources Committee to expand the already approved Solar Photovoltaic and Battery Storage grant from small and medium sized enterprises (SME's) to community buildings which provide community services. In addition, the grant would increase from £3,000 to £5,000 with 50% match funding per qualifying building, and to extend the scheme until March 31st 2028. 1.2 The Grant aims to support local businesses and community buildings to reduce energy costs and carbon emissions, stimulate local supply-chain activity in renewable energy installations, and contribute to local economic resilience both for the SME beneficiaries, the community groups, and the supply chain. 1.3 All communities including vulnerable ones, and those affected by <i>age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex, sexual orientation, and marriage and civil partnership</i>) in addition, will benefit from this policy as community buildings and SME become more resilient to energy prices shocks 1.4 The selection criteria is the same for all groups, and therefore no individual or group will be disadvantaged. The building must satisfy the following: -

	○ SME's must be registered for business rates in Three Rivers and Community Buildings must be in Three Rivers and provide services to residents of Three Rivers, and meet the following definition ○ <i>A non-residential building that provides, or is regularly used to provide, facilities, activities, services or space for the benefit of the local community, and is operated by a community, voluntary, charitable, faith, public-sector or other not-for-profit organisation, or is otherwise operated for community benefit.</i> 1.5 No mitigations have been identified as the project is available to everyone and will be communicated widely to ensure those groups are aware of the opportunity
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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	Unaware grant is on offer	To ensure that organisations supporting groups with protected characteristics and other vulnerable groups learn about the offer, we will promote it through established partnerships – Connecting Three Rivers, The Equalities Forum and Watford Three Rivers Trust.
Disability	Unaware grant is on offer	To ensure that organisations supporting groups with protected characteristics and other vulnerable groups learn about the offer, we will promote it through established partnerships – Connecting Three Rivers, The Equalities Forum and Watford Three Rivers Trust.
Gender reassignment (or affirmation)	Unaware grant is on offer	To ensure that organisations supporting groups with protected characteristics and other vulnerable groups learn about the offer, we will promote it through established partnerships – Connecting Three Rivers, The Equalities Forum and Watford Three Rivers Trust
Pregnancy or maternity	Unaware grant is on offer	To ensure that organisations supporting groups with protected characteristics and other vulnerable groups learn about the offer, we will promote it through established partnerships – Connecting Three Rivers, The

		Equalities Forum and Watford Three Rivers Trust.
Race	Unaware grant is on offer	To ensure that organisations supporting groups with protected characteristics and other vulnerable groups learn about the offer, we will promote it through established partnerships – Connecting Three Rivers, The Equalities Forum and Watford Three Rivers Trust.
Religion or belief	Unaware grant is on offer	To ensure that organisations supporting groups with protected characteristics and other vulnerable groups learn about the offer, we will promote it through established partnerships – Connecting Three Rivers, The Equalities Forum and Watford Three Rivers Trust.
Sex	Unaware grant is on offer	To ensure that organisations supporting groups with protected characteristics and other vulnerable groups learn about the offer, we will promote it through established partnerships – Connecting Three Rivers, The Equalities Forum and Watford Three Rivers Trust
Sexual Orientation	Unaware grant is on offer	To ensure that organisations supporting groups with protected characteristics and other vulnerable groups learn about the offer, we will promote it through established partnerships – Connecting Three Rivers, The Equalities Forum and Watford Three Rivers Trust.
Marriage and Civil Partnership	Unaware grant is on offer	To ensure that organisations supporting groups with protected characteristics and other vulnerable groups learn about the offer, we will promote it through established partnerships – Connecting Three Rivers, The Equalities Forum and Watford Three Rivers Trust.
The council recognises other communities may be vulnerable to disadvantage, this includes carers, people experiencing domestic abuse, substance misusers, homeless people, looked after children and care leavers, (ex) armed forces	Not applicable	Not applicable

personnel.		
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Actions Planned		
The grant will be advertised through our traditional media channels and e-newsletters. To ensure that organisations supporting groups with protected characteristics and other vulnerable groups learn about the offer, we will promote it through established partnerships – Connecting Three Rivers, The Equalities Forum and Watford Three Rivers Trust.		

Additional Information		
<i>Space to provide any additional information in relation to protected characteristics or equity, diversity, equality and inclusion.</i>		

Sign off:

Equalities Lead Officer	Date
Shivani Davé	24/08/2026

