

Appendix B Equality Impact Assessment

Stage 1: Screening for Relevance

Name of the Strategy / Policy / Procedure / Practice

PRIVATE SECTOR HOUSING RENEWAL INSULATION SCHEMES

A scheme to provide insulation grants across Wiltshire

Author; Private Sector Housing

Name: James Hudson

Head of Private Sector
Housing DNAP

Date:

Signature:

Does the strategy / policy / procedure / practice require an equality impact assessment (EIA)?

1. What are the main aims, purpose and outcomes of the strategy / policy / procedure / practice and how do these fit in with the wider aims of the organisation?

This is a scheme to ensure progress towards reducing fuel poverty and reducing carbon emissions. To make affordable warmth available to more vulnerable households, householders over 60 not already eligible for help under other schemes, and those residents in the Private Sector affected by the recession. Make improvement in health and well-being amongst vulnerable groups and to reduce numbers of winter deaths and contribute to reducing carbon emissions in Wiltshire.

These fit into the following organisational goals:

High quality, low cost, customer focused services

Work together to support Wiltshire's communities

Work in partnership to support vulnerable individuals and families

Increase opportunities to help young people achieve their potential

Meet housing needs

Reduce our environmental impact

Being inclusive and supporting others

2. How will these aims affect our statutory duty to:

1. Promote equality of opportunity- Enable poorer households and those hit by the recession to benefit from energy efficiency improvements.

2. Eliminate discrimination and harassment? Not applicable

3. Promote good community relations and positive attitudes towards disabled people? It is likely that the scheme may identify disabled households and low income households who are eligible for help for insulation under both this scheme and other schemes.

4. Encourage participation of disabled people, including the consideration of more favourable treatment of disabled people? This and other schemes provide more favourable treatment of disabled persons in terms of eligibility for grants in respect to the insulation of mobile homes.

5. Protect and promote human rights? The scheme provides for equitable treatment depending on financial circumstances of all groups.

3. Are there any aspects of the strategy / policy / procedure / practice, including how it is delivered, or accessed, that could contribute to inequality? This should relate to all areas of our statutory duties.
None
4. Will the strategy / policy / procedure / practice have an impact (positive or negative) upon the lives of people, including members of particular communities and groups? What evidence do you have for this?
The scheme is aimed at having a positive impact on the lives of all groups in Wiltshire affected by the recession by making improvements in the condition of homes and will have a positive impact on all groups.

5. Are particular communities or groups likely to have different needs, experiences and attitudes in relation to the strategy / policy / procedure / practice?
N/A

Is an EIA required?
Yes
<ul style="list-style-type: none"> • Medium Relevance, therefore a full EIA will be done

Author of Screening for Relevance			
Name:	Job title and directorate:	Date:	Signature:

Director Level Sign-off (if EIA will not be done)			
Name:	Job title and directorate:	Date:	Signature:

Stage 2: Full Assessment

Step 1– scoping the equality impact assessment (EIA)

1.1. Name of the strategy / policy / procedure / practice
PRIVATE SECTOR HOUSING RENEWAL INSULATION SCHEMES A scheme to provide insulation grants across Wiltshire
1.2. What are the main aims, purpose and outcomes of strategy / policy / procedure / practice and how does it fit in with the wider aims of the organisation?
<p>To ensure progress towards reducing fuel poverty and reducing carbon emissions. To make affordable warmth available to more vulnerable households, householders over 60 not already eligible for help under other schemes and those residents in the Private Sector affected by the recession. To make improvement in health and well-being amongst vulnerable groups and to reduce numbers of winter deaths and contribute to reducing carbon emissions in Wiltshire.</p> <p>These fit into the following organisational goals: High quality, low cost, customer focused services Work together to support Wiltshire's communities Work in partnership to support vulnerable individuals and families Increase opportunities to help young people achieve their potential Meet housing needs Reduce our environmental impact Being inclusive and supporting others</p>
1.3. List the main activities relating to the strategy / policy / procedure / practice and identify who is likely to benefit from it
<p>a. Cavity Wall and Loft Insulation Scheme</p> <ul style="list-style-type: none">• Households where a member<ul style="list-style-type: none">○ has been made redundant○ lost overtime○ taken lower paid work○ with an unemployed relative living at home• The 'nearly poor', with a household income of under £16,000 p.a. gross• Families with children in full-time education with an income of below £22,000 p.a. gross• The 60-70 age group <p>b. Mobile Homes Insulation</p> <ul style="list-style-type: none">▪ Housing Benefit (Must be in receipt of a disability benefit, have school age children or be over 60 years old)▪ Council Tax Benefit (Must be in receipt of a disability benefit, have school age children, be over 60 years old or suffer from severe mental health problems that make work impossible)▪ Income Support (Must be in receipt of a disability benefit, have school age children or suffer from severe mental health problems that make work impossible)▪ Income-based Job Seekers Allowance (Must be in receipt of a disability benefit or have school age children)▪ Working Tax Credit which includes a disability element where the entitled person has a

relevant annual income of less than £15,050

- Child Tax Credit where the entitled person has a relevant annual income of less than £15,050
- Pension Credit
- Either Disabled Living Allowance or Attendance or War Disablement or Industrial Injuries Benefit or learning difficulties, or suffer from severe mental health problems that make work impossible, or over 60 where it is shown that over 10% of their income is spent on fuel.

c. Insulation for anyone living in a flat

**What do you already know about the relevance of the strategy / policy / procedure / practice?
What are the main issues you need to consider?**

1.4. What data, research and other evidence or information is available which will be relevant to this EIA?

Reducing fuel poverty and reducing carbon emissions of homes is a government priority. In “Fuel Poverty in England: The Government’s Plan for Action” published in 2004, the government set a target for the total eradication of fuel poverty by November 2016.

The insulation scheme will add to existing fuel poverty programmes by reaching more people and providing a wider range of support. The scheme builds on existing schemes aimed at producing energy savings including Warm Front and insulation grants from energy companies. In a wider context every individual will be affected by the scheme in terms of its impact in improving energy efficiency and its contribution to reducing the impact of climate change. There are an estimated 20,600 (12.1%) dwellings in fuel poverty in Wiltshire.

By the very nature of fuel poverty, it is almost always associated with those residents on the lowest incomes. 11,300 households (55% of the households in fuel poverty) were households with incomes below £10,000 per annum, with the remaining 9,300 (45%) having incomes above £10,000 per annum. This means that the rate of fuel poverty in more marginalised households with an income below £10,000 was 79%. Nationally it is estimated that just over half of all fuel poor households have an occupant who is aged 60 or over.

Households where at least one occupier has a long standing limiting illness, health problems or a disability were more likely to be subject to fuel poverty. No statistics showing a correlation between gender, gender reassignment, race, religion or belief or sexual orientation and fuel poverty have been identified.

The ethnicity, sexual orientation religion and belief of the resident has no bearing on whether a household is able to benefit for the Wiltshire insulation scheme. There s no evidence to support that the scheme has either a positive or negative impact on these groups.

1.5. What further data or information do you need to carry out the assessment?

None

Step 2 – Involvement, Consultation and Partnerships

2.1.	
Equality target group	Briefly describe what you did, with whom, when and where. Please provide a brief summary of the responses gained and links to relevant documents, as well as any actions.
Age	Age Concern, Department fo Community Services
Disability	Anchor Staying Put, Ridgeway Care and Repair, Department for Community Services
Gender	
Gender reassignment	
Race	
Religion or belief	
Sexual orientation	
Human rights	
Other	
2.2. If consultation and involvement of specific groups did not take place, please state why	
Involvement /consultation with specific equality groups other than age and disability has not been directly undertaken as the strategy under which this scheme sits sets a broad framework which reflects a which reflect the relevant legislation and guidance. The government guidance for Housing Renewal particularly highlights age, disability and financial vulnerability	

2.3. What do previous consultations show about the potential take-up of any resulting activities or services?
n/a

2.4. How are external partners involved, or how do you are intend to involve external partners, in delivering the aims of this strategy / policy / procedure / practice? (if applicable)
Partner will be involved in highlighting the availability of the schemes.

Step 3 – data collection and evidence

3.1. What evidence or information do you already have about how this policy might affect equality, and what does this tell you?
The programme will expand on the existing fuel poverty programmes by including the nearly poor, and those who have experienced a reduction in income due to the recession. It will also provide insulation measures for mobile homes which are not included in existing programmes. This should have a positive impact on households who are older and more prone to cold related illness, the disabled and those on lower incomes or incomes which have been reduced during the recession. There is no evidence that the scheme will have a negative or positive impact on other groups.

<p>3.2. What does available data tell you about the potential take-up of any resulting activities or services?</p> <p>As the scheme is directed toward reducing fuel poverty, take up will therefore be from households most subject to fuel poverty, i.e. low income households, householders over 60, and those affected by the recession. This is, however, a new scheme and as such no pre-existing data exists detailing take up within the targeted groups.</p>
<p>3.3. What additional research or data is required to fill any gaps in your understanding of the potential or known effects of the strategy / policy / procedure / practice? Have you considered commissioning new data or research?</p> <p>Advice will be sought from Corporate Equality and Diversity Team and from the Housing E & D officer. However, it should be noted that we are dealing with small populations and any statistical analysis of take up may lack statistical significance as a relevant measure of population breakdown. As such, take up of the scheme will be monitored by the Housing Strategy Team and Private Sector Housing using a more case-by-case, qualitative approach; in order then to identify any unexpected gaps in take up.</p>

Step 4 – Assessing impact and strengthening the strategy / policy / procedure / practice

<p>4.1. How does / will the strategy / policy / procedure / practice and resulting activities affect different communities and groups?</p> <p>In relation to impact on specific groups, the scheme aims to increase take up of energy efficiency measures. The scheme will not therefore impact adversely on different communities.</p> <p>Details of the scheme will be published in English but we recognise that it will need to be accessible in various formats, including foreign language translation, easy read format, and audio or braille</p>
<p>4.2. What measures does, or could, the strategy / policy / procedure / practice include to help promote equality of opportunity?</p> <p>The scheme will help poorer households, those hit by the recession, older people and people with disabilities to achieve affordable warmth, and therefore serves to promote equitable opportunities for these groups.</p>
<p>4.3. What measures does, or could, the strategy / policy / procedure / practice include to address existing patterns of discrimination, harassment or disproportionality?</p> <p>The scheme intends to help repair the disproportional no. of low income households and householders over 60 suffering from fuel poverty</p>
<p>4.4. What impact will the strategy / policy / procedure / practice have on promoting good relations and wider community cohesion?</p> <p>There is no evidence to suggest that the scheme will have a positive or negative impact.</p>
<p>4.5. If the strategy / policy / procedure / practice is likely to have a negative effect ('adverse</p>

impact'), what are the reasons for this?

There is no evidence to suggest that the scheme will have a negative effect.

4.6. What practical changes will help reduce any adverse impact on particular groups?

There is no evidence to suggest that the scheme will have a negative impact.

4.7. What evidence is there that actions to address any negative effects on one area of equality may affect other areas of equality or human rights?

The mobile home scheme offers more favourable treatment for disabled people in terms of the financial assessment criteria. As in existing insulation schemes which privilege the eligibility of disabled people, this is a considered measure of positive action, directly intended to reduce fuel poverty among this group.

4.8. What will be done to improve access to, and take-up of, services or understanding of the policy / strategy / function or procedure?

The scheme will be communicated to various interest groups and external partners. There will be a process of raising awareness amongst staff.

Step 5 – Procurement and Commissioning

5.1. Consideration of external contractor obligations and partnership working

Any contact will be subject to the council's tendering process and in line with the council's equalities and procurement guidelines and relevant strategy.

Step 6 – making a decision

6.1. Summarise your findings and give an overview of whether the strategy / policy / procedure / practice will meet the Council's responsibilities in relation to equality and human rights

The scheme will further strengthen the council's commitment to improving the energy efficiency of homes and in particular in relation to financially vulnerable groups, households occupied by older people, those who have experience a negative impact following the recession and disabled people.

We believe that the scheme meets the council responsibility in relation to equality and human rights.
6.2. What practical actions do you recommend to reduce, justify or remove any adverse / negative impact?
There is no evidence to suggest that the scheme will have a positive or negative impact.

Step 7 – monitoring, evaluating and reviewing

7.1. How will the recommendations of this assessment be built into wider planning and review processes?
The implementation of any recommendation as result of this assessment will be monitored by the Private Sector Housing Team. Should any future schemes be adopted that are similar to this scheme then this information will be used to inform the scheme.
7.2. How will you monitor the impact and effectiveness of the strategy / policy / procedure / practice?
Although it is anticipated that this scheme will only operate until the finance runs out, the impact of its implementation will be assessed through, quantitative and qualitative data analysis after the completion of the scheme.
7.3. Give details of how the results of the impact assessment will be published
Outcome of monitoring will be provided to the service head. The impact assessment will be published once signed off and approved on our web sites and made available to the public via freedom of information. Outcomes of the impact assessment will be made available to the public.

Step 8 – action plan

Taking into consideration the responses outlined in Steps 1-7, complete the action plan below (if appropriate).				
	Actions	Target date	Responsible post holder and Directorate	Monitoring post holder and Directorate
Involvement, Consultation and Partnerships	See 2.4	August 1010	Private Sector Housing	
Data collection and evidence	n/a			
Assessment and analysis	Analysis of take up of scheme (see 3.3)	ongoing	Housing Strategy Team	
Procurement and Commissioning	See 5.1	September 2010	Private Sector Housing and Procurement	
Monitoring, evaluating and reviewing	Monitoring of take up (see 3.3 and 7.2)	September 2011	Housing Strategy Team and Private Sector Housing	

Sign-off

The final stage of the EIA is to formally sign off the document as being a complete, rigorous and robust assessment
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Author of strategy / policy / procedure / practice and EIA

Name:	Job title and directorate:	Date:	Signature:
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Quality check: screening document has been checked by:

Name:	Date:	Signature:
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Director level (sign-off)

Name:	Job title and directorate:	Date:	Signature:
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