

Equality, Diversity, Cohesion and Integration Impact Assessment



As a public authority we need to ensure that all our strategies, policies, service and functions, both current and proposed have given proper consideration to equality, diversity, cohesion and integration. In all appropriate instances we will need to carry out an equality, diversity, cohesion and integration impact assessment.

This form:

- can be used to prompt discussion when carrying out your impact assessment
- should be completed either during the assessment process or following completion of the assessment
- should include a brief explanation where a section is not applicable

Directorate: Environment and Housing	Service area: Sustainable Energy and Climate Team
Lead person: George Munson	Contact number: 0113 3951767
Date of the equality, diversity, cohesion and integration impact assessment: 25/06/2014	

1. Title: Green Deal Communities Grant
Is this a:
<input type="checkbox"/> Strategy /Policy <input checked="" type="checkbox"/> Service / Function <input type="checkbox"/> Other
If other, please specify

2. Members of the assessment team:

Name	Organisation	Role on assessment team e.g. service user, manager of service, specialist
Robert Curtis	Sustainable Energy and Climate Change Team	Fuel poverty specialist

3. Summary of strategy, policy, service or function that was assessed:

We have submitted a decision to the Director of Environment and Housing to spend £4,943,000 of grant funding that has been provided by DECC through their Green Deal Communities Fund to be spent on energy efficiency improvements across the Leeds City Region.

We have agreed with DECC that the fund will be spent in the following ways:

- £3.63m on locally based solid wall insulation projects in Leeds, Bradford and Wakefield (of which £2.4m is to be spent in Leeds as part of Wrap Up Leeds ECO).
- £750k on a discount voucher scheme across the whole of the Leeds City Region to encourage early take up of the LCR scheme due to begin in Autumn 2014.
- £235k on 16 show homes across the City Region to showcase available energy efficiency measures through the scheme.
- £100k on training of small and medium enterprises to gear up the local supply chain for the commencement of the City Region wide scheme in Autumn 2014.

In addition, the Government has recently launched its Green Deal Home Improvement Fund which can provide cash back incentives for insulation measures which fall outside of Green Deal Communities Areas or where it would provide a greater financial benefit for the householder than the Green Deal Communities Fund.

4. Scope of the equality, diversity, cohesion and integration impact assessment

(complete - 4a. if you are assessing a strategy, policy or plan and 4b. if you are assessing a service, function or event)

4a. Strategy, policy or plan

(please tick the appropriate box below)

The vision and themes, objectives or outcomes	<input type="checkbox"/>
The vision and themes, objectives or outcomes and the supporting guidance	<input type="checkbox"/>
A specific section within the strategy, policy or plan	<input type="checkbox"/>

Please provide detail:

4b. Service, function, event

please tick the appropriate box below

The whole service (including service provision and employment)	<input checked="" type="checkbox"/>
A specific part of the service (including service provision or employment or a specific section of the service)	<input type="checkbox"/>
Procuring of a service (by contract or grant)	<input type="checkbox"/>
<p>Please provide detail:</p> <p>We applied for the grant to provide a capital injection to the Wrap Up Leeds ECO scheme, and to provide an expansion of the energy efficiency measures that are available under the scheme. Due to the grant criteria, the energy efficiency measures, the amount of support available, and the areas of the City in which those measures are available under the scheme, are different from the wider Wrap Up Leeds ECO scheme, therefore we are assessing how these will impact on equality and diversity and how this will coexist alongside the Green Deal Home Improvement Fund.</p>	

5. Fact finding – what do we already know

Make a note here of all information you will be using to carry out this assessment. This could include: previous consultation, involvement, research, results from perception surveys, equality monitoring and customer/ staff feedback.

(priority should be given to equality, diversity, cohesion and integration related information)

We identified in the EDCI for the Wrap Up Leeds free insulation scheme that “people in fuel poverty (including low income groups and some BME groups) are typically concentrated in inner city terraces which are not suitable for loft or cavity wall insulation (hard to treat properties)”.

Residents of hard to treat properties, as well as being more likely to be on a low income, have been unable to take advantage of the majority of energy efficiency schemes over the past twenty years, as these have tended to concentrate on low cost energy efficiency measures such as cavity wall and loft insulation, even though they have been paying for these measures through levy’s on their fuel bills. The greater proportion of this scheme (£2.4m in Leeds) is aimed specifically at those expensive hard to treat measures that have been neglected in the past, therefore it will help to redress this past imbalance, which has negatively affected many disadvantaged groups.

DECC have stipulated that all residents receiving Green Deal Communities funding must pay a contribution towards the installation of measures. In order to minimise the negative impact that this could have on uptake amongst lower income groups as much as possible, we will be offering a five year green deal loan, which will be no greater than the calculated saving of the measure over that time, minus 10%.

Although the Green Deal Communities fund is only available in specific areas of the City, this is only one of several funding streams and schemes which are potentially available to the residents of Leeds, including the Home Heating Cost Reduction Obligation (HHCRO) which is specifically designed to provide improved heating, cavity wall and loft insulation in households in receipt of income related benefits, or the Warm Homes Service, assisting vulnerable households suffering from a cold related illness. Crucially, the recently announced Green Deal Home Improvement Fund will allow households outside of the Green Deal Communities areas to obtain cashback offers on measures such as solid wall insulation. Because of this, even if a low income household cannot take advantage of the Green Deal Communities fund for a hard to treat measure, they may still be able to obtain discounted insulation or improve their household energy efficiency by installing improved heating for example.

Phase 2 of the scheme will provide an incentive for all groups across the City to take advantage of the City Region Green Deal/ECO scheme, therefore no disadvantaged groups will be negatively impacted.

The Government is in the process of amending ECO, which will result in more households being required to pay a contribution towards many measures. Whilst this is not ideal in terms of helping low income and disadvantaged residents to access improvements, we are working to ensure that household contributions are kept as low as possible for disadvantaged households within the limits set by DECC. To ensure that as few households as possible drop out of the project due to the customer contribution, Green Deal loans calculated to meet the Golden Rule (i.e. calculated to be covered by energy savings by energy savings within 25 years) will be offered to households.

As part of the scheme, we have a training programme for local small and medium enterprises which should help to ensure that disadvantaged groups within Leeds can take advantage of the employment opportunities provided by the Green Deal/ECO. Whilst these sessions will be attended by representatives of companies rather than whole work forces, we will make it clear in our correspondence that the skills obtained should be disseminated to BME communities. This programme is also likely to act as a gateway for companies to become involved with the City Region Green Deal/ECO scheme and we stipulate as part of the tender process that contractors and sub-contractors must promote equality and diversity above and beyond statutory duty.

**Are there any gaps in equality and diversity information
Please provide detail:**

We have not gathered equality information for the areas targeted outside deprivation income, as the choice of areas had to be influenced by house type and where previous work had taken place to act as a promoter.

Equality information cannot be gathered for SMEs yet but we will ensure the scheme is advertised as widely as possible through our networks.

Action required:

To stipulate in correspondence to local SME's undergoing Green Deal ECO training, the need to consider equality and diversity when disseminating training and opportunities to employees.

6. Wider involvement – have you involved groups of people who are most likely to be affected or interested

Yes No

Please provide detail:

We have collected a great deal of information during previous schemes such as Wrap Up Leeds free insulation, and through the HECAMON surveys conducted across Leeds, about where vulnerable and disadvantaged people are likely to live in energy inefficiency housing. We have used this information as far as possible within the limits set by DECC, to direct measures towards households most in need.

As part of our marketing strategy for the Green Deal Community areas, we will be holding community engagement events, door to door outreach programmes and using community radio where appropriate, to ensure that BME communities are made aware of the scheme. This will be embedded in the marketing strategies that we agree with our contractors.

Action required:
Embed BME outreach in contractor marketing strategies.

7. Who may be affected by this activity?
please tick all relevant and significant equality characteristics, stakeholders and barriers that apply to your strategy, policy, service or function

Equality characteristics

<input checked="" type="checkbox"/> Age	<input checked="" type="checkbox"/> Carers	<input checked="" type="checkbox"/> Disability
<input type="checkbox"/> Gender reassignment	<input type="checkbox"/> Race	<input type="checkbox"/> Religion or Belief
<input type="checkbox"/> Sex (male or female)	<input type="checkbox"/> Sexual orientation	
<input checked="" type="checkbox"/> Other		

(for example – marriage and civil partnership, pregnancy and maternity, social class, income, unemployment, residential location or family background, education or skills level)

Please specify: Income inequality related to fuel poverty

Stakeholders

Services users	Employees	Trade Unions
<input checked="" type="checkbox"/> Partners	<input checked="" type="checkbox"/> Members	<input checked="" type="checkbox"/> Suppliers
<input type="checkbox"/> Other please specify		
Potential barriers.		
<input checked="" type="checkbox"/> Built environment	<input type="checkbox"/> Location of premises and services	
<input checked="" type="checkbox"/> Information and communication	<input type="checkbox"/> Customer care	
<input type="checkbox"/> Timing	<input type="checkbox"/> Stereotypes and assumptions	
<input checked="" type="checkbox"/> Cost	<input type="checkbox"/> Consultation and involvement	
<input type="checkbox"/> specific barriers to the strategy, policy, services or function		
Please specify		

8. Positive and negative impact
Think about what you are assessing (scope), the fact finding information, the potential positive and negative impact on equality characteristics, stakeholders and the effect of the barriers

8a. Positive impact:

Because this project is heavily geared towards improving hard to treat properties, it will help to address the inequality of provision of energy efficiency measures that has built up over many years and will therefore have a positive impact on groups who have traditionally been disadvantaged by this in terms of making it easier for them to heat their homes affordably.

The project will help to improve living conditions for households, many in disadvantaged communities, and therefore will improve their health and life prospects.

The project will also help Leeds residents to tap into the employment and upskilling opportunities offered by the Green Deal ECO.

Action required:

We intend to highlight in our promotional materials the advantages of the scheme to households who have been denied access to expensive hard to treat measures in the past. We will back this up by door to door and localised promotion of the scheme in those areas selected for hard to treat improvements as part of phase one of the project.

8b. Negative impact:

Under the terms of the project funding, DECC have stipulated that a large proportion of the scheme should be area based. The largest proportion of the funding will therefore only be available to residents in selected areas, which could be seen as having a negative impact on those areas not selected.

Action required:

We will take a whole house approach and use other funding streams (such as the Home Heating Cost Reduction Obligation and the discretionary fuel poverty fund) where appropriate to ensure that disadvantaged households are in a position to obtain as much benefit as possible from the scheme for as small a contribution as possible. Households outside of the Green Deal Communities Areas may also be able to take advantage of the Green Deal Home Improvement Fund for measures such as solid wall insulation. The show homes will also be used to provide a physical demonstration to local people of the advantages that would be available through the scheme.

The first phase of the scheme will be marketed as part of Wrap Up Leeds ECO, therefore disadvantaged households who are not in selected areas for hard to treat measures will still have other funding streams such as ECO and the discretionary fuel poverty fund which they can draw down on . In addition, the Government cash-back scheme can reimburse households with significant levels of funding for energy efficiency measures if they are outside of the selected areas.

The second phase of the scheme will be marketed as part of the City Region wide ECO scheme due to begin in November. This will be available to households across Leeds, and as with phase one, other income streams will be available alongside it.

9. Will this activity promote strong and positive relationships between the groups/communities identified?

Yes

No

Please provide detail:

Action required: N/A

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10. Does this activity bring groups/communities into increased contact with each other? (e.g. in schools, neighbourhood, workplace)

Yes

No

Please provide detail:

Action required: N/A

11. Could this activity be perceived as benefiting one group at the expense of another? (e.g. where your activity/decision is aimed at adults could it have an impact on children and young people)

Yes

No

Please provide detail:

Due to the terms of the bid, phase 1 of the Green Deal Communities fund is only available in certain areas of the city, however it will benefit all of the people in the community who take part.

Action required:

Phase 1 of the Green Deal Communities fund will be marketed as part of Wrap Up Leeds ECO, therefore households outside of the eligible areas will be directed towards other funding streams where appropriate, such as the Green Deal Home Improvement Fund, Energy Company Obligation and fuel poverty fund which they can draw on.

12. Equality, diversity, cohesion and integration action plan

(insert all your actions from your assessment here, set timescales, measures and identify a lead person for each action)

Action	Timescale	Measure	Lead person
Highlight equality and diversity in correspondence and training for SME's.	June 2014	Include the message in correspondence and training.	S Rutherford
Include BME outreach in marketing strategies for contractors.	May – June 2014	Include in marketing strategies.	S Rutherford
Ensure that low income households in the Green Deal communities areas can access additional funding streams so that low income households obtain as much benefit for as little contribution as possible.	May 2014 – March 2015	Embed different funding streams in household assessment process.	S Rutherford
Direct households outside of the Green Deal Communities areas to alternative funding streams through Wrap Up ECO.	Ongoing	Embed different funding streams in household assessment process.	S Rutherford

13. Governance, ownership and approval

State here who has approved the actions and outcomes from the equality, diversity, cohesion and integration impact assessment

Name	Job Title	Date
George Munson	Climate Change Manager	21 st May 2014

14. Monitoring progress for equality, diversity, cohesion and integration actions (please tick)

- As part of Service Planning performance monitoring
- As part of Project monitoring
- Update report will be agreed and provided to the appropriate board
Please specify which board Home Energy Project Board
- Other (please specify)

15. Publishing

This Equality, Diversity, Cohesion and Integration impact assessment will act as evidence that due regard to equality and diversity has been given.

If this impact assessment relates to a **Key Delegated Decision, Executive Board, full Council** or a **Significant Operational Decision** a copy should be emailed to Corporate Governance and will be published along with the relevant report.

A copy of **all other** Equality and Diversity, Cohesion and Integration impact assessment's should be sent to equalityteam@leeds.gov.uk. For record keeping purposes it will be kept on file (but not published).

Date impact assessment completed**21st May 2014**

If relates to a Key Decision – **date sent to Corporate Governance**

Any other decision – **date sent to Equality Team (equalityteam@leeds.gov.uk)**