

Equality, Diversity, Cohesion and Integration Screening



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.

A **screening** process can help judge relevance and provides a record of both the **process** and **decision**. Screening should be a short, sharp exercise that determines relevance for all new and revised strategies, policies, services and functions.

Completed at the earliest opportunity it will help to determine:

- the relevance of proposals and decisions to equality, diversity, cohesion and integration.
- whether or not equality, diversity, cohesion and integration is being/has already been considered, and
- whether or not it is necessary to carry out an impact assessment.

Directorate: Environments & Housing	Service area: Strategic Housing
Lead person: George Munson	Contact number: 3951767

1. Title:

Leeds City Region Green Deal and ECO scheme

Is this a:

☐

Strategy / Policy

☒

Service / Function

☐

Other

2. Please provide a brief description of what you are screening

This is a major long-term energy efficiency scheme, building on previously successful projects including Wrap Up Leeds, Wrap Up Leeds + and the Green Deal Communities project. It will provide grants and loans to improve the energy efficiency of at least 12,160 properties in Leeds over 3 years.

This will save residents money on their fuel bills, reduce CO₂ emissions, lift households out of fuel poverty and create employment opportunities.

The Leeds City Region Green Deal and ECO scheme provides a wide range of energy efficiency and renewable energy improvements (over 40 in total) so will be suitable for many more households than previous initiatives. The Green Deal loans will be supplemented by ECO subsidies and government grants, some of which will be available for people on qualifying benefits and the more deprived communities in Leeds. The partnership may generate a small income which will be used to provide additional support to those in fuel poverty.

3. Relevance to equality, diversity, cohesion and integration

All the council's strategies/policies, services/functions affect service users, employees or

the wider community – city wide or more local. These will also have a greater/lesser relevance to equality, diversity, cohesion and integration.

The following questions will help you to identify how relevant your proposals are.

When considering these questions think about age, carers, disability, gender reassignment, race, religion or belief, sex, sexual orientation and any other relevant characteristics (for example socio-economic status, social class, income, unemployment, residential location or family background and education or skills levels).

Questions	Yes	No
Is there an existing or likely differential impact for the different equality characteristics?	X	
Have there been or likely to be any public concerns about the policy or proposal?		X
Could the proposal affect how our services, commissioning or procurement activities are organised, provided, located and by whom?	X	
Could the proposal affect our workforce or employment practices?		X
Does the proposal involve or will it have an impact on <ul style="list-style-type: none"> • Eliminating unlawful discrimination, victimisation and harassment • Advancing equality of opportunity • Fostering good relations 		X

If you have answered **no** to the questions above please complete **sections 6 and 7**

If you have answered **yes** to any of the above and;

- Believe you have already considered the impact on equality, diversity, cohesion and integration within your proposal please go to **section 4**.
- Are not already considering the impact on equality, diversity, cohesion and integration within your proposal please go to **section 5**.

4. Considering the impact on equality, diversity, cohesion and integration

If you can demonstrate you have considered how your proposals impact on equality, diversity, cohesion and integration you have carried out an impact assessment.

Please provide specific details for all three areas below (use the prompts for guidance).

• **How have you considered equality, diversity, cohesion and integration?** (think about the scope of the proposal, who is likely to be affected, equality related information, gaps in information and plans to address, consultation and engagement activities (taken place or planned) with those likely to be affected)

The screening undertaken in December 2012 prior to starting the procurement process for the LCR Green Deal and ECO scheme identified that this project should be designed to tackle some of the known inequalities from previous government initiatives, particularly:

“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 insulation (‘hard to treat’ properties).”

The council has since delivered Wrap Up Leeds + and the Green Deal Communities projects, both of which have focussed on providing energy efficiency improvements to hard-to-treat properties, particularly internal and external wall insulation. Lessons from these projects have informed this procurement which is designed to provide a much larger, longer-term, offering which can provide cost effective insulation and heating measures to everyone in the city.

We have included specific monitoring and reporting processes and KPIs focussed on local jobs creation, skills and training opportunities and numbers of vulnerable people and hard to treat properties helped.

Government have unfortunately changed their policy position several times since this procurement was launched which has meant that our plan to focus almost exclusively on fuel poor people and hard to treat properties is no longer viable. A key change is from ECO grants being the most significant funding contribution to government cashback being the most significant.

- **Key findings**

(think about any potential positive and negative impact on different equality characteristics, potential to promote strong and positive relationships between groups, potential to bring groups/communities into increased contact with each other, perception that the proposal could benefit one group at the expense of another)

A key lesson from Wrap Up Leeds + was the importance of focussing on neighbourhoods, rather than individual properties, to deliver external wall efficiently and cost-effectively. We have since used that learning effectively in the Green Deal Communities programme. This has the advantage of creating a buzz in an area and transforming the look and feel of neighbourhoods, leaving a positive legacy.

We have also worked closely with trusted third parties (notably Groundwork and Care and Repair) to drive demand by providing clear, honest advice. This is particularly important when working with elderly, BME or vulnerable groups as a way to hand-hold customers through the process.

We have worked hard to include these and other lessons in the procurement process and will use KPIs and regular monitoring to ensure that they are delivered through the programme.

- **Actions**

(think about how you will promote positive impact and remove/ reduce negative impact)

The scheme is positive in that we will target help at properties that have been excluded from previous incentive schemes such as CERT. The insulation improvements will help residents to save energy and money and make their homes warmer and healthier.

As detailed above, we have used lessons from previous schemes to design features into the programme from day one that will promote whole neighbourhood improvements and ensure that vulnerable people have the support they need to access help.

The changing government policies have made it hard to keep the focus on hard to treat properties, particularly in more deprived neighbourhoods. We have worked hard internally to tackle some of the barriers that this has created and now have a way to effectively underwrite the costs for deprived people to allow them to access government cash back.

There is no obvious negative impact.

5. If you are **not already considering the impact on equality, diversity, cohesion and integration you **will need to carry out an impact assessment**.**

Date to scope and plan your impact assessment:	
Date to complete your impact assessment	
Lead person for your impact assessment (Include name and job title)	

6. Governance, ownership and approval

Please state here who has approved the actions and outcomes of the screening

Name	Job title	Date
Tom Knowland	Head of Sustainable Energy and Climate Change	20 th August 2014

7. Publishing

This screening document will act as evidence that due regard to equality and diversity has been given. If you are not carrying out an independent impact assessment the screening document will need to be published.

If this screening 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** screening's should be sent to equalityteam@leeds.gov.uk. For record keeping purposes it will be kept on file (but not published).

Date screening completed	13 th August 2014
If relates to a Key Decision - date sent to Corporate Governance	21 st August 2014
Any other decision – date sent to Equality Team (equalityteam@leeds.gov.uk)	