

# 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.

<b>Directorate:</b> Environment & Housing	<b>Service area:</b> Low Carbon Breakthrough Project
<b>Lead person:</b> Sandy Rutherford	<b>Contact number:</b> 247 5704

<b>1. Title:</b> Private Sector Energy Efficiency scheme		
Is this a:		
<input type="checkbox"/> <b>Strategy / Policy</b>	<input checked="" type="checkbox"/> <b>Service / Function</b>	<input type="checkbox"/> <b>Other</b>

<b>2. Please provide a brief description of what you are screening</b>
<p>£144,012 of energy company funding has been placed in a capital fund ring fenced to provide subsidies for energy efficiency measures mainly in the private sector.</p> <p>In order to maximise uptake of energy efficiency measures the customer contribution has to be affordable. This may require a subsidy above normal grant levels and it is proposed that this fund is used to supplement other schemes to maximise uptake.</p>

<p><b>3. Relevance to equality, diversity, cohesion and integration</b></p> <p>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.</p> <p>The following questions will help you to identify how relevant your proposals are.</p>
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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"> <li>• Eliminating unlawful discrimination, victimisation and harassment</li> <li>• Advancing equality of opportunity</li> <li>• Fostering good relations</li> </ul>		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)

This funding is designed to help people in fuel poverty who otherwise couldn't benefit from an existing energy efficiency scheme or government subsidy. These energy efficiency schemes have been the subject of equality impact assessments.

People in fuel poverty are more likely to be elderly or disabled than the national average and these groups are also more likely to be adversely affected by the cold.

By targeting the fund at those in fuel poverty, we will contribute to the reduction in fuel poverty a key performance indicator in the Equality Priorities 2016-20, Priority 1

Compassionate City, Living safely and well, living at home and valuing communities.

- **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. This scheme is designed to help people take part in these schemes that otherwise would not be able to, increasing community cohesion.

The scheme is positive in that we will target help at properties that would otherwise be excluded from our existing energy efficiency schemes. In one scheme it will allow 2 council tenants to take part in a private sector scheme. There are only 2 council properties in the area. In two other areas it will allow private sector residents to afford the energy efficiency measures that the council residents have enjoyed. In both cases this will have a positive effect on the community and improve relations between council tenants and owner occupiers.

The insulation improvements will help residents to save energy and money and make their homes warmer and healthier.

We will continue to work 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.

- **Actions**

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

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
George Munson	Senior Programme Leader	12 <sup>th</sup> November 2015

### 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](mailto:equalityteam@leeds.gov.uk). For record keeping purposes it will be kept on file (but not published).

<b>Date screening completed</b>	12 <sup>th</sup> November 2015
If relates to a Key Decision - <b>date sent to Corporate Governance</b>	
Any other decision – <b>date sent to Equality Team (equalityteam@leeds.gov.uk)</b>	