

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 Change
Lead person: Robert Curtis	Contact number: 0113 3785874
Date of the equality, diversity, cohesion and integration impact assessment:	

1. Title:		
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	Leeds City Council	Programme Officer

3. Summary of strategy, policy, service or function that was assessed:
The Warm Well Homes scheme will enable front line health and social care staff to refer residents suffering from severe cold related illnesses such as cardio-vascular illness, respiratory illness and mental illness for heating and insulation improvements. This will make it less likely that their conditions are worsened by living in cold, damp conditions and will help them to stay for longer in their own homes, relieving pressure on health and social services.

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)
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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"/>
Please provide detail: This document will assess the whole Warm Well Homes scheme.	

<p>5. Fact finding – what do we already know</p> <p>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.</p> <p>(priority should be given to equality, diversity, cohesion and integration related information)</p> <p>We know that residents suffering from cardio-vascular illness, respiratory illness and mental illness are particularly vulnerable to the effects of living in a cold damp home from the NICE guidance on excess winter deaths and illness and the health risks associated with living in cold homes. We also know that residents in fuel poverty, i.e. those with comparatively low incomes and high fuel costs are more likely to have difficulty keeping their homes warm. It therefore makes sense to target interventions towards those vulnerable residents who suffer from cold related illness and who are either in, or at risk of falling into fuel poverty.</p>
<p>Are there any gaps in equality and diversity information Please provide detail:</p> <p>We have not identified any gaps in diversity information.</p>
<p>Action required: N/A</p>

<p>6. Wider involvement – have you involved groups of people who are most likely to be affected or interested</p>
<p> <input checked="checked" type="checkbox"/> Yes <input type="checkbox"/> No </p> <p>Please provide detail:</p> <p>The scheme has been developed in conjunction with other front line services who work on a day to day basis with the client group affected, such as Public Health, the CCG's, Leeds Community Healthcare and Adult Social Care.</p>
<p>Action required:</p>

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 type="checkbox"/> Carers	<input 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		

(**Other** can include – marriage and civil partnership, pregnancy and maternity, and those areas that impact on or relate to equality: tackling poverty and improving health and well-being)

Please specify: Residents suffering from long term cold related illness.

Stakeholders

<input checked="" type="checkbox"/> Services users	<input type="checkbox"/> Employees	<input type="checkbox"/> Trade Unions
<input checked="" type="checkbox"/> Partners	<input type="checkbox"/> Members	<input type="checkbox"/> Suppliers
<input type="checkbox"/> Other please specify		

Potential barriers.

<input 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

Cost	Consultation and involvement
<input style="width: 40px; height: 30px; margin-bottom: 10px;" type="checkbox"/> Financial exclusion	<input style="width: 40px; height: 30px; margin-bottom: 10px;" type="checkbox"/> Employment and training
<input style="width: 40px; height: 30px; margin-bottom: 10px;" 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:
<p>The scheme will have a positive impact on the health and wellbeing of some of the most vulnerable residents of the City. Residents already suffering from long term cold related medical conditions risk having their illness exacerbated by living in cold and damp conditions. By addressing this issue, the scheme should enable these residents to live healthier, more independent lives in their own homes.</p> <p>The scheme will positively affect some elderly and very young residents and service users in Leeds. The main barriers are reaching those most in need, which we aim to overcome by having frontline health and social care professionals referring into the scheme.</p>
Action required:
<p>Training of frontline health and social care staff to enable them to refer residents in need into the scheme.</p>

8b. Negative impact:
<p>The scheme will target assistance towards residents who already suffer disadvantage through their medical conditions, living conditions and lower income, therefore it will not have any negative impacts on equality.</p>

Action required:
None identified.

9. Will this activity promote strong and positive relationships between the groups/communities identified?
<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Please provide detail: The scheme is designed to provide assistance to individual households.
Action required: None identified.

10. Does this activity bring groups/communities into increased contact with each other? (e.g. in schools, neighbourhood, workplace)
<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Please provide detail: The scheme is designed to provide assistance to individual households.
Action required: None identified.

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)
<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No

Please provide detail: The scheme will not disadvantage any households who are not assisted by it.

Action required: None identified.

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
Training of front line health and social care staff to enable them to refer residents into the scheme	Throughout the duration of the scheme to March 2019	Introduction of the scheme to all major referring services.	Robert Curtis

Action	Timescale	Measure	Lead person

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
Date impact assessment completed		

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
- ☐ Other (please specify)

15. Publishing

Though **all** key decisions are required to give due regard to equality the council **only** publishes those related to **Executive Board, Full Council, Key Delegated Decisions** or a **Significant Operational Decision**.

A copy of this equality impact assessment should be attached as an appendix to the decision making report:

- Governance Services will publish those relating to Executive Board and Full Council.
- The appropriate directorate will publish those relating to Delegated Decisions and Significant Operational Decisions.
- A copy of all other equality impact assessments that are not to be published should be sent to equalityteam@leeds.gov.uk for record.

Complete the appropriate section below with the date the report and attached assessment was sent:

For Executive Board or Full Council – sent to Governance Services	Date sent:
For Delegated Decisions or Significant Operational Decisions – sent to appropriate Directorate	Date sent:
All other decisions – sent to equalityteam@leeds.gov.uk	Date sent: