

Appendix 6: Equality, Diversity, Cohesion and Integration (EDCI) 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 or has already been considered, and
- whether or not it is necessary to carry out an impact assessment.

Directorate: Resources	Service area: Sustainable Energy and Air Quality
Lead person: Tom Cowen	Contact number: 0113 378 8795

1. Title: Net Zero Housing Plan

Is this a:

Strategy / Policy

Service / Function

Other

If other, please specify

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

The Net Zero Housing Plan sets out how Leeds City Council will accelerate the transition housing of all tenures towards net zero so that residents benefit from healthier and more comfortable homes that are cheaper to heat. It supports high level aims and targets contained in the best city ambition and housing strategy and supports the priorities to tackle fuel poverty and achieve net zero.

Its primary focus is on six practical actions that the council will take to achieve this transition. These are:

- 1) Creating a retrofit hub and financial mechanism for the able to pay sector
- 2) Engaging and motivating people to choose low carbon retrofit
- 3) Upscaling area renewal investment, using social housing investment to kick start work on all tenures in neighbouring homes

- 4) Improving our planning framework and engaging with the industry to ensure new homes reach net zero standards
- 5) Zoning the city to indicate the most suitable fabric investments and heating solutions by neighbourhood
- 6) Expanding green jobs, skills and supply chains to meet demand for green construction employment

3. Relevance to equality, diversity, cohesion and integration

All the council's strategies and policies, service and functions affect service users, employees or the wider community – city wide or more local. These will also have a greater or 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. Also those areas that impact on or relate to equality: tackling poverty and improving health and well-being.

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 plan builds on existing work to tackle fuel poverty and sets out how we will expand our efforts to meet the challenge of net zero.

A household is considered to be in fuel poverty if they have a low income and their home has low energy efficiency. So in general terms, reducing fuel poverty promotes inclusion as it must necessarily target low-income households by definition.

The issue of fuel poverty has equalities implications beyond this and we can look to a solid body of evidence¹²³ that sets out how fuel poverty disproportionately affects certain groups more than others. Ethnic minority households, households in which the oldest person is aged 16-24 and people with disabilities are more likely to be in fuel poverty than those in other groups.

The impacts of fuel poverty are also elevated amongst certain groups, with elderly, very young, pregnant or disabled people all at higher risk of negative health outcomes from cold homes.

These same groups are also vulnerable to the effects of extreme heat, which is becoming more likely due to climate change. Insulating a home doesn't just help keep it warmer in the winter, it also keeps excess heat out in the summer. It therefore reduces the risks of extreme heat, helping with the city's efforts to adapt to climate change.

- **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)

The Net Zero Homes Plan contains proposals that will enhance the council's fuel poverty work and therefore will have a positive effect on reducing the inequalities described above. Some of the plan's proposals will have more impact than others. Those with the greatest benefit are:

[Upscaling area renewal investment](#)

This action proposes to expand the retrofit-led-regeneration approach successfully

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[https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/966509/Annual Fuel Poverty Statistics LILEE Report 2021_2019_data .pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/966509/Annual_Fuel_Poverty_Statistics_LILEE_Report_2021_2019_data.pdf)

² <https://www.ethnicity-facts-figures.service.gov.uk/housing/housing-conditions/fuel-poverty/latest>

³ <https://www.instituteofhealthequity.org/resources-reports/fuel-poverty-cold-homes-and-health-inequalities-in-the-uk/read-the-report.pdf>

undertaken in the Holbeck Group Repair scheme. This scheme targeted inefficient, small, terraced properties in an area with some of the worst housing conditions in the city. IMD 2019 data indicates the area is among the most deprived and disadvantaged in the city displaying some of the greatest inequalities in trends of health, life expectancy, housing quality and neighbourhood. The project greatly improved the quality of these homes and made them cheaper to heat, improving health outcomes and saving households money, whilst making the neighbourhood more attractive.

It provides a model to improve homes and secure wider neighbourhood regeneration in some of the most deprived areas of the city where inequalities are greatest. Successfully scaling up this approach to more and larger areas will therefore have a highly positive effect on inequalities.

Creating a retrofit hub

Because this action targets able to pay households, it could be perceived as undermining efforts on fuel poverty, since it will benefit households with greater wealth and access to capital than those in fuel poverty. It is important to note that this is additional to fuel poverty efforts and will not displace any existing or planned future fuel poverty focused schemes, so will not dilute their impact.

The role of the hub is not to subsidise this group, instead it will seek to create financial mechanisms to reduce upfront costs and provide advice and support and them to these households, encouraging them to invest their own money over a much long period of time than is possible at present.

The high upfront cost for able to pay homes has been identified as a key barrier to retrofit, particularly for younger households who have not had the opportunity to build up savings that could potentially be spent on low carbon upgrades.

Furthermore, retrofit of buildings is an essential part of the city's plans to achieve net zero carbon to prevent Leeds further contributing to climate change and experiencing further climate change related impacts which we know will exacerbate existing inequalities.

Green jobs and skills

The Government's green jobs taskforce identified that there is poor representation of ethnic minorities and women in key green sectors. The Green Skills Plan presents an opportunity to address these issues through diversity and inclusion schemes, training programmes and other actions to promote inclusivity.

• **Actions**

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

To understand the impact of our fuel poverty initiatives and make sure that they are providing the most benefit to disadvantaged groups we intend to monitor the characteristics of those who benefit from them. This will feed into the design of future schemes and will enable us to take corrective action if we can see that particular groups are underrepresented on individual schemes.

The design of communications programmes and activities will be informed by the evidence around the groups that are most affected by fuel poverty. We will evaluate the penetration and effectiveness of communications activities on the groups most affected by fuel poverty.

Many of the actions in the net zero housing plan cut across the work of other council services. When working with these teams we will ensure that the disproportionate equalities impacts of fuel poverty are understood and fully considered in the design of projects and that outcomes are monitored and evaluated wherever possible.

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:	
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Date to complete your impact assessment	
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Lead person for your impact assessment (Include name and job title)	
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6. Governance, ownership and approval

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

Name	Job title	Date
Polly Cook	Chief Officer, SEAQ	06/03/23
Date screening completed 06/03/23		

7. 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 screening 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 screenings 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 screening was sent:

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