

Equality, Diversity, Cohesion and Integration (EDCI) impact assessment

Appendix 1

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: Communities, Housing & Environment	Service area: Climate, Energy and Green Spaces Team
Lead person: Robert Curtis	Contact number: 0113 37 85874
Date of the equality, diversity, cohesion and integration impact assessment: 20/03/2024	

1. Title: Investing in area-based energy efficiency improvements to back-to-back homes in Armley and Holbeck (phase 3).
Is this a:
<input type="checkbox"/> Strategy / Policy <input type="checkbox"/> Service / Function <input checked="" type="checkbox"/> Other
If other, please specify: Domestic retrofit project.

2. Members of the assessment team:

Name	Organisation	Role on assessment team For example, service user, manager of service, specialist
Robert Curtis	Leeds City Council	Programme Officer

3. Summary of strategy, policy, service or function that was assessed:
<p>The Investing in area-based energy efficiency improvements to back-to-back homes in Armley and Holbeck (phase 3) project will provide domestic energy efficiency improvements to around 350 back to back properties in two of our most deprived wards. The project will address disrepair before undertaking extensive fabric energy efficiency improvements, including external wall and attic room insulation and replacement doors and windows where required.</p> <p>In addition, in Armley, we will also commission a detailed technical feasibility study into low carbon heating for the properties in the form of networked ground source heat pumps (GSHPs). If feasible, we will seek additional support from WYCA to implement the low carbon heating solution as phase 2 of this work.</p>

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 type="checkbox"/>

A specific part of the service (including service provision or employment or a specific section of the service)	<input checked="" type="checkbox"/>
Procuring of a service (by contract or grant)	<input type="checkbox"/>
<p>Please provide detail:</p> <p>We will be assessing the impact of the project on residents in the affected areas.</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)

The project will take place in the Cedars area of Armley and the Rydalls/ Shaftons/ Crosbys/ Runswicks and Pleasant areas of Holbeck.

All of these areas are in the lowest 20% of areas in England as measured by the index of multiple deprivation.

The areas are in wards with higher than average proportions of private rented properties, with landlords unable to justify investment in energy efficiency due to low rental values (for Beeston and Holbeck this was 35.8%, Armley 30% as opposed to 21.8% across Leeds).*

The areas are in wards with higher than average proportions of households in fuel poverty (for Beeston and Holbeck this was 21.5%, for Armley this was 19.3% as opposed to 17.6% for Leeds as a whole).**

The areas are in wards with higher than average proportions of households with electric only heating which is more expensive to run than gas central heating (for Beeston and Holbeck this was 16.8%, for Armley this was 18% as opposed to 10% for Leeds as a whole).*

According to Leeds observatory, both Beeston and Holbeck and Armley wards have significantly higher rates of COPD (Chronic Obstructive Pulmonary Disease) and Coronary Heart Disease, both significant cold related illnesses, than the Leeds average.

*Census 2021
 ** BEIS 2020

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

We have a good understanding that the project areas are amongst the most deprived in Leeds and England.

Action required: N/A

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

Yes No

Please provide detail:

No residents or groups of residents will be negatively by the project as it will be improving homes in the areas, therefore we have not yet undertaken consultation with them.

Action required:

We will fully promote the project once it has been confirmed as going ahead, to ensure that all residents have the opportunity to take part.

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 checked="" type="checkbox"/> Gender reassignment	<input checked="" type="checkbox"/> Race	<input checked="" type="checkbox"/> Religion or Belief
<input checked="" type="checkbox"/> Sex (male or female)	<input checked="" 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 experiencing long term cold related ill health will be positively affected by the project.

Stakeholders

Services users

Employees

Trade Unions

Partners

Members

Suppliers

Other please specify (residents) Residents in the project areas will have the opportunity to benefit from the scheme.

Potential barriers

Built environment services

Location of premises and

Information and communication

Customer care

Timing

Stereotypes and assumptions

Cost

Consultation and involvement

Financial exclusion

Employment and training

specific barriers to the strategy, policy, services or function

Please specify

Although the project is mixed tenure, private landlords will be required to contribute to the cost of the works on their properties. This could lead to a barrier for residents with private landlords, however the private sector housing team have had experience of engaging private sector landlords through earlier phases of the Holbeck project and will use this experience to engage as many privately rented households as possible.

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:

We know that people with some of the protected characteristics including members of ethnic minorities, residents with disabilities, long term carers, and elderly residents have a higher likelihood of living in low income households and are therefore more susceptible to being in fuel poverty generally. The improvements offered as part of this project will make it easier for these residents to heat their homes and make it less likely that they will fall into fuel poverty.

Additionally, some residents with protected characteristics, such as the elderly and those with disabilities, are more susceptible to cold related ill health, therefore improving the energy efficiency of the home will help these residents to keep warm and stay healthy.

More generally, all residents, including those of all protected characteristics will be able to heat their homes more effectively as a result of the project.

Action required:

To promote the project extensively to residents when confirmed so that they have the full opportunity to take advantage of the benefits.

8b. Negative impact:

We will be improving the energy efficiency of residents homes, so the project will not directly disadvantage any resident.

There is a risk that some residents with protected characteristics, such as elderly residents and those with disabilities as well as those suffering from long term ill health more generally, will face barriers in having improvements undertaken in their homes, and there is a risk that they could be left behind as part of the scheme.

There is also a risk that residents who don't have English as a first language could fall behind in the scheme due to communication difficulties.

Action required:
<p>As part of the procurement process, we need to ensure that the contractor commits to work flexibly with residents where they require flexibility due to medical needs and hospital appointments etc, and to provide additional assistance to residents where necessary, for example moving furniture etc.</p> <p>We also need to continue working with partner organisations such as Groundwork to outreach to households who don't speak English as a first language.</p>

9. Will this activity promote strong and positive relationships between the groups/communities identified?
<p><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No</p> <p>Please provide detail:</p> <p>Where these sorts of area based improvements have been undertaken, the physical appearance of the area is often improved, which leads to a greater sense of community pride in the area.</p>
Action required:
To promote the scheme widely once confirmed.

10. Does this activity bring groups/communities into increased contact with each other? (for example, in schools, neighbourhood, workplace)
<p><input type="checkbox"/> Yes <input checked="" type="checkbox"/> No</p> <p>Please provide detail:</p>
Action required:

11. Could this activity be perceived as benefiting one group at the expense of another? (for example where your activity or decision is aimed at adults could it have an impact on children and young people)
<p><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No</p>

Please provide detail:

As an area based project, it will benefit residents in the project areas and not those elsewhere. However these areas are justified in being included in the project due to their comparatively high levels of deprivation as outlined in section 5.

Action required: N/A

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
To promote the project extensively to residents when confirmed so that they have the full opportunity to take advantage of the benefits.	Once the project has been confirmed and a contractor has been mobilised.	This will be measured by the take-up of the scheme over the lifetime of the project.	Robert Curtis, Programme Officer.
Ensure that flexibility and assistance is provided to vulnerable residents with additional needs as part of the procurement and ongoing.	As part of procurement and ongoing once the project has been mobilised.	This will be measured by the take up and satisfaction of vulnerable residents with additional needs.	Robert Curtis, Programme Officer.
Work with Groundwork Leeds on outreach to residents without English as a first language.	Ongoing	This will be measured by the take up and satisfaction of households without English as a first language.	Robert Curtis, Programme Officer.

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
Polly Cook	Head of Service	
Date impact assessment completed		25/03/2024

14. Monitoring progress for equality, diversity, cohesion and integration actions (please tick)	
<input type="checkbox"/>	As part of Service Planning performance monitoring
<input checked="" type="checkbox"/>	As part of Project monitoring
<input type="checkbox"/>	Update report will be agreed and provided to the appropriate board Please specify which board
<input type="checkbox"/>	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:	
<ul style="list-style-type: none"> • 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: