

Equality, Diversity, Cohesion and Integration Impact Assessment



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 Neighbourhoods	Service area: Sustainable Energy and Climate Change Team
Lead person: Robert Curtis	Contact number: 0113 3785874
Date of the equality, diversity, cohesion and integration impact assessment: 15/07/2016	

1. Title: Leeds Affordable Warmth Strategy 2017 - 2030
Is this a:
<input checked="" type="checkbox"/> Strategy /Policy <input 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	SECC Team, LCC	Programme Officer (Fuel Poverty)

3. Summary of strategy, policy, service or function that was assessed:
<p>The Leeds Affordable Warmth Strategy 2017 – 2030 sets out how Leeds City Council and its partners aim to reduce and alleviate fuel poverty and reduce cold related ill health across the city. It aims to do this through increasing the energy efficiency of the housing stock and ensuring that residents who are vulnerable to cold related ill health receive targeted assistance to ensure that they can heat their homes properly. It is focused on:</p> <ul style="list-style-type: none"> • Increasing energy efficiency • Reducing fuel poverty • Improving health and wellbeing through increasing affordable warmth • Enabling residents to benefit from renewable energy.

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)

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 checked="" type="checkbox"/>
A specific section within the strategy, policy or plan	<input type="checkbox"/>
Please provide detail:	
We will be assessing how the aims and objectives of the strategy help to contribute towards equality and diversity within the city as well as the effects that the outlined priorities and themed actions will have on equality.	

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 type="checkbox"/>

Procuring of a service (by contract or grant)	<input type="checkbox"/>
Please provide detail:	

<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>Fuel Poverty occurs where a resident has above average required fuel costs and they would have a residual income below the fuel poverty line, were they to spend enough money to meet their required fuel cost. According to DECC in 2014, 11.9% of Leeds households were in fuel poverty. Fuel poverty affects the following vulnerable sections of society disproportionately:</p> <ul style="list-style-type: none"> • Elderly residents who are likely to spend longer in the home and if less mobile, are more likely to stay in one place, may suffer increased risk of illness, a lower quality of life, or a strain on their fixed income as a result of being in fuel poverty. • Residents suffering from, or at risk of cold related illness such as respiratory disease, cardio vascular illness, cancer and mental illness are particularly susceptible to cold living conditions and may suffer severe setbacks in their health as a result of cold living conditions. https://www.nice.org.uk/guidance/NG6/chapter/1-recommendations • Low income household, particularly those with children can be susceptible to respiratory conditions, particularly where a lack of affordable warmth leads to condensation and black spot mould. This can also impede educational development and social attainment as children have nowhere comfortably to do homework or entertain friends. • We know that in Leeds a large proportion of vulnerable and low income residents live in older solid walled properties and are therefore more susceptible to fuel poverty. <p>The Leeds Affordable Warmth Strategy takes targeted action to improve the ability of residents in all of these areas to warm their homes.</p> <ul style="list-style-type: none"> • By increasing the energy efficiency of homes we improve the ability of vulnerable residents to stay warm, whilst future- proofing the housing stock to ensure that where residents become vulnerable, or a more vulnerable resident moves into the property, their vulnerability won't be further exacerbated by not being able to afford to heat their own homes, be it age, cold related ill health, childhood or low income. Additionally, all residents pay for Government energy efficiency schemes through levy's on their energy bills, however, many our lowest income residents, including elderly residents, those with cold related illness and families with young children, live in older properties with solid walls that have traditionally been neglected by the main Government energy efficiency schemes in favour of low cost efficiency

measures such as cavity wall and loft insulation. This has inevitably led to inequality for those low income residents who have missed out on improvements. Through the strategy we aim to direct assistance towards those lower income households to mitigate against these inequalities.

- By reducing fuel poverty, we improve the ability of vulnerable residents to afford to keep warm. Fuel poor residents suffer a combination of low incomes and high domestic fuel costs and we know that some of the most vulnerable residents in Leeds are in this position, particularly those in low income inner city areas with a high proportion of older solid wall, or post war system built housing stock. Under this strategy we will be able to alleviate this inequality through targeting assistance at fuel poor households, directing them towards assistance to maximise their incomes and introducing projects to reduce their fuel bills.
- Residents suffering from health inequalities, particularly cold related illness, such as respiratory disease, cardio-vascular illness and mental illness are particularly susceptible to deteriorations of health due to living in a cold home. Through the strategy we will work closely with the health sector to target assistance towards those residents suffering from ill health to ensure that their health inequalities aren't exacerbated by cold living conditions and heating crises.
- All fuel bill payers contribute towards the costs of generating renewable energy through feed in tariffs and the renewable heat incentive including those residents on the lowest incomes, yet many low income households aren't in a position to invest in renewable technology and cannot therefore benefit from the scheme that they help to pay for. One of our strategies themes is therefore to enable lower income residents to benefit from renewable energy where appropriate.
- We undertake equality monitoring through our major energy efficiency schemes such as Better Homes Yorkshire to ensure that residents of all equality characteristics have access to the sort of schemes that will be promoted through the strategy.

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

We have not identified any gaps in the equality and diversity information.

Action required:

None identified

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

Yes

No

Please provide detail: The strategy review has been undertaken in conjunction with the Leeds Affordable Warmth Partnership which includes representatives from voluntary sector groups who engage with low income and vulnerable households as well as

councillors from across the localities of Leeds.

Action required:

None identified

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 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: Low income, cold related ill health

Stakeholders

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

Potential barriers.

- | | |
|-------------------------------------------------------|------------------------------------------------------------|
| <input checked="" type="checkbox"/> Built environment | <input type="checkbox"/> Location of premises and services |
| <input checked="" type="checkbox"/> Information | <input type="checkbox"/> Customer care |

<input type="checkbox"/>	Timing	<input type="checkbox"/>	Stereotypes and assumptions
<input checked="" type="checkbox"/>	Cost	<input type="checkbox"/>	Consultation and involvement
<input checked="" type="checkbox"/>	Financial exclusion	<input type="checkbox"/>	Employment and training
<input type="checkbox"/>	specific barriers to the strategy, policy, services or function		

Please specify

When promoting affordable warmth, there are inevitably barriers presented by the elderly nature of some of our housing stock, which is difficult to improve, as well as the cost of measures such as central heating and solid wall insulation. These barriers will be amplified for residents who are financially excluded.

Nevertheless, the strategy is designed to help residents to overcome these barriers as much as possible within likely financial constraints.

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:

As mentioned above the strategy will enable Leeds to have a positive impact on many equality category groups who would be potentially doubly disadvantaged through being susceptible to fuel poverty or the effects of living in cold homes, by making it more likely that they will live in a warm home that they can afford to heat.

The strategy will have a positive impact on people in the following equality categories including low income households living across the city, elderly residents and people of limited mobility who spend a disproportionate length of time at home, residents suffering from cold related illness whose conditions could be exacerbated through not being able to keep warm at home, and households with young children.

Action required:

None identified.

8b. Negative impact:
We have not been able to identify any negative impacts to any of the equality groups, as all equality characteristics are represented amongst elderly residents, low income residents, residents suffering from cold related illness and households with young children. Residents with all of the equality characteristics outlined therefore stand to benefit from the strategy.
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 strategy is more likely to affect individual residents in their own homes, therefore is unlikely to impact relations between the groups identified.
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 strategy will affect households in their own homes, therefore will not bring the identified groups/communities into contact with each other.

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)

Yes

No

Please provide detail:

As mentioned above, all groups are represented amongst those who will potentially benefit from the strategy. However, in the past, elderly residents have tended to seek out and benefit more from affordable warmth/energy efficiency improvements than working age families. This has partly been because elderly residents are more likely to suffer from the cold related ill health, lower mobility and frailty that would make them more vulnerable to cold living conditions, however, it is also because there has traditionally been a perception of fuel poverty as being an issue mainly affecting older people.

Action required:

Through the strategy we intend to combat this by ensuring that schemes and projects are available that can benefit lower income working age households. We will also ensure that more emphasis is placed on the problems of fuel poverty and affordable warmth amongst working age households during training of staff and volunteers.

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
Through the strategy we intend to combat this by ensuring that schemes and projects are available that can benefit lower income working age households.	2017 - 30	Energy efficiency measures and products taken up by working age families	R Curtis
We will also ensure that an emphasis is placed on the problems of fuel poverty and affordable warmth amongst working age households during training of staff and volunteers.	2017 - 30	No of staff and volunteers trained with affordable warmth information relating to working age families	R 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
R Curtis	Programme officer	19/07/2016
Date impact assessment completed		19/07/2016

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: