

# 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> Environments & Neighbourhoods/City Development	<b>Service area:</b> Environmental Services/Sustainable Development Unit
<b>Lead person:</b> George Munson	<b>Contact number:</b> 3951767

<p><b>1. Title:</b> Leeds Home Insulation Scheme</p> <p>Is this a:</p> <p> <input type="checkbox"/> <b>Strategy / Policy</b>                      <input checked="" type="checkbox"/> <b>Service / Function</b>                      <input type="checkbox"/> <b>Other</b> </p> <p><b>If other, please specify</b></p>
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<p><b>2. Please provide a brief description of what you are screening</b></p> <p>A free cavity wall and loft insulation scheme for viable private sector properties across the city, based on the successful Kirklees 'Warm Zone' model.</p> <p>This will save residents money on their fuel bills, reduce CO<sub>2</sub> emissions, lift households out of fuel poverty and create employment opportunities.</p> <p>The original intention was to promote the scheme door-to-door across the entire city, but changes to government grant programmes and availability of finance means that we have to focus door-knocking in specific areas. However, the free insulation will be available across the entire city so networks representing people likely to be in fuel poverty will be used to help promote the scheme.</p>
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### 3. Relevance to equality, diversity, cohesion and integration

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.

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 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)

The scheme will be open to all private occupiers and eligibility will be determined simply by the technical capability of measures to be installed in the property.

Our recommended approach is to promote the scheme more heavily in deprived neighbourhoods (selected by combining the Leeds Neighbourhood Index with technical potential and ranking wards) and through groups representing excluded people, to ensure that people who otherwise may not access help are given every opportunity to do so.

We are currently working with the marketing team in corporate communications and our partner to develop a marketing strategy. It is designed to develop appropriate communications for the wards selected for intensive marketing and to directly contact excluded groups across the city, by working with appropriate community networks (sure start, elderly action, etc) and by direct marketing using information sources such as the council tax benefit database.

In addition, a separate city wide marketing campaign (using posters, ward members, bus advertising, radio advertising, events, etc) will take place to ensure that there is good awareness and uptake right across Leeds.

However, we are aware that people in fuel poverty (including low income groups and some BME groups) are typically concentrated in inner city terraces which are not suitable for loft or cavity insulation ('hard to treat' properties). We have agreed with our chosen contractor to gather information on those people whose properties aren't technically suitable so that we can re-contact them with new offers linked to the government's Green Deal.

- **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)

Inclusion/exclusion for free insulation is based entirely on property characteristics rather than any personal or group characteristics. Anybody living in a suitable property will be offered insulation.

However, to try to include the fuel poor living in 'hard to treat' properties we are undertaking a procurement exercise that asks companies to consider providing free solid wall insulation in specific areas as part of their Community Energy Saving Programme (CESP) obligation.

- **Actions**

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

The scheme is primarily positive in that anyone living in a suitable property can have insulation provided for free, saving energy and money and making their homes warmer

and healthier. Impacts will be publicised via case studies and/or press releases/newsletter articles.

The procurement process has indicated that there is the potential in hard-to-treat properties in the more deprived parts of the city to also deliver free solid wall insulation. This is being explored further.

Householders who's homes are not technically suitable will be offered the chance to register for future offers which are suitable.

There is no 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
Tom Knowland	Head of Sustainable Development	2 December 2011

**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.

Please send a copy to the Equality Team for publishing

<b>Date screening completed</b>	3/10/11
<b>Date sent to Equality Team</b>	tbc
<b>Date published</b> (To be completed by the Equality Team)	