

Equality Impact Assessment / Equality Analysis

Title of service or policy	Domestic Retrofitting and the Green Deal
Name of directorate and service	Resources & Support Services, Policy & Partnerships, Sustainability Team
Name and role of officers completing the EIA	Sara Grimes
Date of assessment	09.10.12

Equality Impact Assessment (or ‘Equality Analysis’) is a process of systematically analysing a new or existing policy or service to identify what impact or likely impact it will have on different groups within the community. The primary concern is to identify any discriminatory or negative consequences for a particular group or sector of the community. Equality impact Assessments (EIAs) can be carried out in relation to service delivery as well as employment policies and strategies.

This toolkit has been developed to use as a framework when carrying out an Equality Impact Assessment (EIA) or Equality Analysis on a policy, service or function. It is intended that this is used as a working document throughout the process, with a final version including the action plan section being published on the Council’s and NHS Bath and North East Somerset’s websites.

1.	Identify the aims of the policy or service and how it is implemented.	
	Key questions	Answers / Notes
1.1	Briefly describe purpose of the service/policy	<p>The Council is committed to taking a leadership role in enabling residents and businesses to “retrofit” their buildings with measures such as insulation and new boilers to make them more energy efficient. Part of this role will involve using the Green Deal, the Government’s flagship programme which will enable energy efficiency works to be done at no upfront cost, and be paid for through energy bill savings. We are recommending that the Cabinet supports the development of a local Community Delivery Partnership in order to maximise community influence on the delivery of retrofitting in our area, to fulfil the following objectives:</p> <ul style="list-style-type: none"> • Maximise the uptake of the Green Deal to enable large carbon reductions • Ensure that those in fuel poverty gain maximum benefit from the Green Deal and associated measures • Ensure that the Green Deal strengthens the local economy by creating local business opportunities and local jobs • Provide a clear role for community enterprise and other community interests within the Green Deal delivery model that can be rewarded by local income streams <p>There is a real risk that if the Council and its partners do not take a leadership role, many of these objectives will not be fulfilled.</p>
1.2	Provide brief details of scope	The scope of Domestic Retrofitting and the Green Deal is to enable buildings throughout the district to be made more energy efficient. Our initial focus will be on homes of all tenures, but non-domestic buildings will also be able to take

		<p>advantage this work.</p> <p>However, the scope of the current request to Cabinet is to make an in-principle agreement to further develop a Delivery Partnership for retrofitting. Development would consist of the Sustainability Team working with partner services and organisations to create an approach that best fulfils the purposes above, and to identify the funding and resources needed. Different approaches will have different equality considerations, for example, the degree to which we can liaise with community groups representing different sectors of the population, or the degree to which we can provide support to those in fuel poverty and the methods for doing so. Due to this early stage of development, this EIA deals with how equality will be taken into account during the partnership development process. Equality issues arising from the chosen service delivery method itself will be considered with in future EIAs.</p>
<p>1.3</p>	<p>Do the aims of this policy link to or conflict with any other policies of the Council?</p>	<p>The aims of retrofitting will link to many Council services and policies, all of whom we are liaising with:</p> <ul style="list-style-type: none"> • Sustainable Community Strategy, the Corporate Plan, the Council’s Vision and Values and the Environmental Sustainability & Climate Change Strategy: Each of these documents emphasise the need to enable our district to move to a low carbon future. Since homes in the district are responsible for the largest portion of carbon dioxide, retrofitting is a key priority for achieving this aim. • Housing Services and the Affordable Warmth Action Plan, since this builds on existing fuel poverty work. • Public Health, the Health & Wellbeing Board and the emerging Health & Wellbeing Strategy: This work builds on Public Health’s fuel poverty work; currently it is estimated that an avoidable £3.8m per year is spent by B&NES NHS to deal with ill-health caused by cold homes. • Economic Development and the Economic Strategy: Retrofitting could generate an extra £10-£20m of work within the district, which could be done by local businesses • Planning and Building Control: Promotion of retrofitting could cause an increase in certain measures such as solid wall insulation that require planning, building control and listed building consent. Retrofitting is supported in the draft Core Strategy and Supplementary Planning Document on Sustainable Construction and Retrofitting (SPD). <p>There are no conflicts between retrofitting and other Council policies since a good deal of work has previously taken place to address former conflicts. For example, the new Sustainable Construction and Retrofitting SPD (including the Energy Efficiency and Renewable Energy Guidance For Listed Buildings etc) is intended to resolve the tension between conservation of our historic buildings and energy efficiency.</p>

2. Consideration of available data, research and information

Monitoring data and other information should be used to help you analyse whether you are delivering a fair and equal service.

	Key questions	Data, research and information that you can refer to
2.1	What is the equalities profile of the team delivering the service/policy?	The team currently working to develop the Delivery Partnership consists of officers from many Council services and partner organisations Curo and Bath & West Community Energy. This group may expand during the development process. The equalities profile is adult white males and females aged between 30 and 60.
2.2	What equalities training have staff received?	For the current Steering Group, the Council staff have received equality training through the Corporate Induction process. The other members from partner organisations have confirmed that they have also received equality training, either through their organisation (Curo) or from management training (Bath & West Community Energy). However, if the Steering Group expands, we will ensure that members have also had equality training.
2.3	What is the equalities profile of service users?	For retrofit delivery, there will be a focus on vulnerable people and those living in fuel poverty or on lower incomes, to address the pressure of rising energy costs. However, we wish to encourage uptake amongst all sectors of the population.
2.4	What other data do you have in terms of service users or staff?	As part of recent Green Deal Scoping Study we conducted a focus group for residents on lower incomes and in fuel poverty. This rich narrative data will inform development of our promotional efforts. We have also had questions in the Council's Voicebox survey to investigate people's attitudes to retrofit and the report from the survey compares the views of different social groups.
2.5	What engagement or consultation has been undertaken as part of this EIA and with whom?	This EIA will be circulated for comment to the members of the Steering Group who will be developing the delivery approach to retrofit.
2.6	If you are planning to undertake any consultation in the future regarding this service or policy, how will you include equalities considerations within this?	We are not intending to undertake a formal consultation on the development of this service. However, we envision using MOSAIC profiling and data on housing stock to ensure those in fuel poverty are reached with our promotional efforts and will also consider the provision of a special support service for vulnerable and fuel poor residents, for example a single point of contact who liaises with them in person throughout the retrofit process. For the delivery of the service, we will ensure that any materials are clear and easy to understand for people with lower literacy levels and provide, upon request, any materials in printed form and a range of languages, large print,

	Braille, on tape, electronic and accessible formats.
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3. Assessment of impact: 'Equality analysis'

Based upon any data you have considered, or the results of consultation or research, use the spaces below to demonstrate you have analysed how the service or policy:

- Meets any particular needs of equalities groups or helps promote equality in some way.
- Could have a negative or adverse impact for any of the equalities groups

		Examples of what the service has done to promote equality	Examples of actual or potential negative or adverse impact and what steps have been or could be taken to address this
3.1	Gender, Transgender, Disability, Race, Sexual Orientation, Religion/belief, Rural communities	Rural communities which are often not on the gas network and as such have high fuel bills could benefit substantially from retrofit. To ensure that rural communities benefit fully, as part of the Delivery Partnership development process, we plan to engage with rural community forums such as at the Parish Liaison Forum with other community programmes being run by our Stronger Communities team such as Village Agents who address issues of rural isolation.	It will be important to take into account any cultural sensitivity associated with alterations to people's homes, and to invest effort in reaching rural areas. This will be mitigated by creating a local, responsive Delivery Partnership that will be able to address these issues more readily than if delivery was left to the open market.
3.4	Age – identify the impact/potential impact of the policy on different age groups	Elderly or very young residents in fuel poverty are at particular risk from cold homes. The Council's existing insulation programmes have put a lot of successful effort into reaching these people with insulation measures such as with promotions through GP surgeries.	Efforts must continue to reach the very old and very young to ensure they benefit. We intend our Delivery Partnership approach to build on our existing approach by enabling more frontline service workers to promote retrofitting.
3.8	Socio-economically disadvantaged – identify the impact on people who are disadvantaged due to factors like family background, educational attainment, neighbourhood, employment status can influence life chances	The Council's existing insulation programmes have put a lot of successful effort into reaching vulnerable and low income residents, for example the "Free for Everyone" insulation scheme that brought forward many new applications from fuel poor residents to get insulation by removing the stigma of benefit checking.	If retrofitting is left to the open market, it is widely accepted that vulnerable people and those on lower incomes could miss out. A Delivery Partnership approach could build on existing local work and involve more services in the drive to reach socially disadvantaged people.

“It is considered that the recommendations in this report, if followed, would not impact adversely on any of the provisions of the European Convention on Human Rights.”

4. Bath and North East Somerset Council & NHS B&NES Equality Impact Assessment Improvement Plan

Please list actions that you plan to take as a result of this assessment. These actions should be based upon the analysis of data and engagement, any gaps in the data you have identified, and any steps you will be taking to address any negative impacts or remove barriers. The actions need to be built into your service planning framework. Actions/targets should be measurable, achievable, realistic and time framed.

Issues identified	Actions required	Progress milestones	Officer responsible	By when
The Steering Group has not yet had a chance to comment on this EIA	This EIA will be circulated for comment to the members of the Steering Group who will be developing the delivery approach to retrofit.	To be completed prior to submission of draft Cabinet paper	Sara Grimes	26 th November 2012
This EIA deals only with the development of the Delivery Partnership, not retrofit delivery itself.	Future EIAs will need to be conducted once the Delivery Partnership has been formed and an initial approach to retrofitting decided.	To be completed prior to the procurement of a Green Deal Provider partner (which will signal the commencement of the delivery phase)	Jane Wildblood/interim project manager	TBA during project planning process
New members of the Steering Group may need equality training	Ensure that all members of the Steering Group have equality training	To be reconsidered if and when the Steering Group expands	Jane Wildblood/interim project manager	As required

5. Sign off and publishing

Once you have completed this form, it needs to be 'approved' by your Divisional Director or their nominated officer. Following this sign off, send a copy to the Equalities Team (equality@bathnes.gov.uk), who will publish it on the Council's and/or NHS B&NES' website. Keep a copy for your own records.

Signed off by:

(Divisional Director or nominated senior officer)

Date: