

Equality Impact Assessment (EIA) Form **'Knowing your customers needs'**

Background

An Equality Impact Assessment is an improvement tool. It will assist you in ensuring that you have thought about the needs and impacts of your service/policy/function in relation to the protected characteristics. It enables a systematic approach to identifying and recording gaps and actions.

Legislation - Equality duty

As a local authority who provides services to the public, Melton has a legal responsibility to ensure that we can demonstrate having paid due regard to the need to:

- Eliminate discrimination, harassment and victimisation
- Advance Equality of Opportunity
- Foster good relations

For the following protected characteristics:

1. Age
2. Disability
3. Gender reassignment
4. Marriage and civil partnership (when providing services)
5. Pregnancy and maternity (when providing services)
6. Race
7. Religion and belief
8. Sex
9. Sexual orientation

What is prohibited?

1. Direct discrimination, including by association and perception.
2. Indirect discrimination – now covers all characteristics.
3. Pregnancy and maternity discrimination.
4. Harassment.
5. Third party harassment.
6. Discrimination arising from disability.
7. Duty to make reasonable adjustments.

Title of the policy	Warm Homes
Is it new or exiting?	2 nd year of funding
Date	1 November 2012
Officer undertaking EIA	Victoria Clarke
Who else is involved in undertaking this assessment?	

1. Overview of policy/function being assessed

A. Outline: What is the purpose of this policy? (specify aims and objectives)
<ul style="list-style-type: none"> • The project is focused on homeowners and landlords. • We intend to identify vulnerable individual homeowners occupying homes with excess cold and assist them by various interventions to improve heating. • We will assist homeowners that are not eligible for help from the Warmfront scheme with inefficient and expensive heating systems to replace these with efficient ones. In conjunction with these works we will ensure that the property is weatherproof and safe and that no category 1 (HHSRS) hazards exist. (including excess cold from heat loss) • We will incentivise landlords by making grants available where houses are likely to be occupied by vulnerable tenants. This will be on a 50/50 cost share basis ensuring 'buy in' by the owners, improving the private rented sector properties and leveraging in additional funding that would otherwise not be spent. A significant number of the poorer houses (pre 1919) are privately rented. There will be conditions to prevent rent increases to protect vulnerable occupiers. • We have a large number of rural properties with no access to gas supplies. We will assist with access/installation of new gas supplies where feasible and the replacement of expensive to run solid fuel or electric heating systems with the provision of gas or oil central heating or novel but efficient heating systems.
B. What specific groups is the policy designed to affect/impact?
<ul style="list-style-type: none"> • Low income households • Vulnerable families • Tenants renting in the private sector
C. Which groups have been consulted as part of the creation or review of the policy?
<ul style="list-style-type: none"> • Currently hold a waiting list of potentially eligible occupiers from 2011/12 funding

2. What we already know and where there are gaps

A. What existing information/data do you have/monitor about different diverse groups in relation to this policy? This could consist of previous EIA's, reports, consultation, surveys, demographic profiles etc.
<p>Ethnicity: Census/Mosaic</p> <p>Religion: Census/Mosaic</p> <p>Sexual Orientation: Census</p> <p>Disability: Census</p>

Age: Census / JSNA (Joint Strategic Needs Assessment)

Gender: Census/Mosaic

Transgender:

Other (Civil partnerships/marriage, pregnancy and maternity, offenders, priority neighbourhoods):

B. What does this information/data tell you about diverse groups? If you do not hold or have access to any data/information on certain/all diverse groups, what do you need to begin collating/monitoring? (please list)

This information (along with Private Sector Stock Condition Survey 2010) indicates that there are still many groups who are living in cold homes. This grant funding can assist some to have heating installed in their homes.

3. Do we need to seek the views of others and if so, who?

A. In light of the answers you have given in question 2, do you need to consult with specific groups? If not please explain why.

4. Assessing the impacts

<p>In light of any data/consultation/information and your own knowledge and awareness, please identify whether the policy has a positive or negative on the groups specified and whether there is evidence of discrimination. Provide an explanation for your decisions. (please refer to the general duties on the front page)</p>				
<u>Diversity Groups</u>	<u>Positive impacts</u> Intentional / Unintentional	<u>Negative impacts</u> Intentional / Unintentional	Is there evidence of direct/indirect discrimination?	<u>Comments/explanation</u> Use data to evidence
Age				
Disability (physical, visual, hearing, learning disability, mental health)	Intentional – providing heating to keep less active people warm at home			
Gender / Sex				
Religious Belief				
Racial Group				

Sexual Orientation				
Transgender				
Other protected groups (pregnancy & maternity, marriage & civil partnership)				
Other socially excluded groups (low literacy, offenders, priority neighbourhoods, etc)	Intentional – providing heating to keep people on a low income warm at home			
All				

5. Action Plan

Please include any identified concerns/actions/issues in this action plan: <i>The issues identified should inform your Service Plan and, if appropriate, your Consultation Plan</i>			
Question Number (Ref)	Action	Responsible Officer	Target Date

6. Who needs to know about the outcomes of this assessment and how they will they be informed

	Who needs to know (Please tick)	How they will be informed (we have a legal duty to publish EIA's)
Internally (employees & EIA Scrutiny group)	√	Website
Externally (service users, stakeholders etc)	√	Website
Others		
To ensure ease of access, what other communication needs/concerns are there?		

7. Conclusion (to be completed and signed by the [Head of Service](#))

Please delete as appropriate
I agree / disagree with this assessment / action plan
If <i>disagree</i>, state action/s required, reasons and details of who is to carry them out with timescales:
Signed (Head of Service): Jim Worley

Date:

8. Internal Scrutiny (to be completed and signed by an independent [member of the third tier manager group](#))

Please delete as appropriate

I agree with this assessment

If *disagree*, state action/s required, reasons and details of who is to carry them out with timescales:

Signed (third tier manager): David Cowl

Date: 6/11/12

[Please ensure that this EIA is publicised on the Internet](#)