

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	DECC Fuel Poverty & Green Deal Initiatives
Is it new or exiting?	New
Date	10 January 2013
Officer undertaking EIA	Victoria Clarke
Who else is involved in undertaking this assessment?	

1. Overview of policy/function being assessed

<p>A. Outline: What is the purpose of this policy? (specify aims and objectives)</p> <p>The project across Leicestershire and Rutland local authorities aims to reduce the number of (low income, high cost/vulnerable) households in fuel poverty by providing energy efficiency measures which will reduce energy bills and improve thermal comfort, alongside fuel debt advice and assistance, and promote opportunities of the Green Deal (GD) to households and businesses:</p> <ul style="list-style-type: none"> A) Low-cost energy efficiency improvements (up to 880 households). B) Improving energy efficiency/safety of existing central heating systems (up to 520 households) C) Boiler Replacement Scheme: 80 (10/Local Authority area (LAA)) F/G-rated/un-repairable boilers. D) Citizens Advice Bureau (CAB) Money Matters (Debt Advice & Budgeting Education): offered all households receiving financial assistance (4 project officers over 8 LAAs). E) Jam-Jar Account Scheme: £150 for energy bills to 800 (100/LAA) households. F) Debt reduction payments to enable move from pre-payment meter: for around 160 (20/LAA) households with debts over £500. G) Food Parcel Emergency Fuel Bill Fund: providing £5 pre-payment meter top-up to 2000 (250/LAA) households. H) Emergency Fuel Provision: oil/LPG to 240 (30/LAA) households. I) Install solar photovoltaic panels on homes: providing free electricity to 400 (50/LAA) households. J) Monitoring & Evaluation with University partner K) GD Assessment surveys provided by GD Advisers for: <ul style="list-style-type: none"> i) Households (3000, 375/LAA) ii) Businesses (320, 40/LAA) L) GD/ECO Show Homes on a range of property types: demonstrating installation and benefits of GD/Energy Company Obligation (ECO) measures range to private-sector, private-rented and social-rented households; including cavity-walled, solid-walled, off-gas grid and hard-to-treat properties; examples in conservation areas and listed buildings (24 show homes; 1 full and 2 partial Show Homes per LAA). M) Household GD Outreach Events: promoting GD eligible measures (24, 3/LAA (1 at show home)). N) Business GD Outreach Events: promoting GD eligible measures accompanied by Carbon Trust energy efficiency/management workshop (8, 1 each LAA). <p>Marketing/Communications: mail-outs, case studies, leaflets.</p>

B. What specific groups is the policy designed to affect/impact?
<ul style="list-style-type: none"> • Low income households in fuel poverty • Vulnerable families in fuel poverty • 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 when previous funding expired.

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> <p>Age: Census / JSNA (Joint Strategic Needs Assessment)</p> <p>Gender: Census/Mosaic</p> <p>Transgender:</p> <p>Other (Civil partnerships/marriage, pregnancy and maternity, offenders, priority neighbourhoods):</p>
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)
<p>This information (along with Private Sector Stock Condition Survey 2010) indicates that there are still many groups who are living in cold homes. This funding can assist some to have more energy efficient home s and heating systems, for example.</p>

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.
<p>Limited time scale – allocation awarded Jan 2013. Project to be completed by April 3013.</p>

4. Assessing the impacts

	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)			
<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, private sector householders, landlords 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: 9/1/2013

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 <i>disagree</i> , state action/s required, reasons and details of who is to carry them out with timescales:
Signed (third tier manager): David Cowl
Date: 9/1/13

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