

Equality Impact Assessment – Screening

The purpose of an Equality Impact Assessment is to ensure the Council:

- does not discriminate in the way it provides services and employment
- fulfils its duties as set out by the Equality Act 2010
- where possible, it does all it can to promote equality and good relations between different groups

Name of service/policy/project being assessed	Green Home Grant LADS Capital Programme	Is this a new or existing service/policy/project?	New
Directorate	Economic, Prosperity and Place		
Officers responsible for: a) Service/policy/project b) Completing EIA	Richard Osborne, Principal Environmental Health Officer (Housing and Water Management)		
Date	12/10/2020		
What is the purpose and expected outcomes/	To enable eligible home owners to undertake work to make their buildings more energy efficient		
Will there be any affect on other Council procedures or strategies e.g. Corporate Plan or the council's workforce?	Some minor diversion of activity within the Private Sector Housing Team. The work supports the council to reduce carbon footprint of the private sector stock and reduces living costs for people who are financially vulnerable.		
Are there any statutory requirements or implications?	Capital programme council financial procedures to be followed. BEIS guidance on grants scheme and Memorandum of Understanding between Wychavon council and BEIS. Service Level Agreement between district partners.		
Are there any other organisations/bodies involved?	Wychavon District Council lead the scheme and ActonEnergy are supporting partners on monitoring and advising.		
Who are the main customer groups/stakeholders affected?	Home owners with an income of less than £30k in properties with an Energy Performance rating of E, F or G.		
What information/statistics/evidence are you using?	Energy Performance Certificate register data on EPCs of properties in the district.		

What impact does the service/policy/project have on the nine protected characteristics as defined by the Equality Act 2012 – for definitions, please see overleaf.	
1. Age	Positive Evidence: older persons are within the eligible home owners identified as eligible. They will be assisted to help remain in their own home and should reduce living costs for them.
2. Disability	Positive Evidence: Persons on low income are more likely to be disabled and those with a physical disability are likely to have their condition improved by having adequate heating.
3. Gender Reassignment	Positive/Negative Evidence: N/A the policy should have no impact.
4. Marriage and Civil Partnership	Positive/Negative Evidence: N/A the policy should have no impact.
5. Pregnancy and Maternity	Positive/Negative Evidence: N/A the policy should have no impact.
6. Race	Positive Evidence: N/A the policy should have no impact.
7. Religion of belief	Positive Evidence: N/A the policy should have no impact.
8. Sex	Positive/Negative Evidence: N/A the policy should have no impact.
9. Sexual Orientation	Positive Evidence: N/A the policy should have no impact.
Other e.g. deprivation, health inequalities, urban/rural divide, community safety	Deprivation: Positive: The grants will enable continued affordability of occupation for the properties. Health Inequalities: Positive: The grants will reduce running costs of properties and support maintenance of adequate internal temperatures reducing impacts of cold.
Conclusion	Is a full assessment required? NO
Signed: Kate Bailey	Date 12/10/2020
Agreed:	Mike Parker
A full EqIA is required if the initial screening has identified the service/policy/project is going to have the potential to cause adverse impact or discriminate against different groups in the community or the Council's workforce.	

Protected characteristics: definitions

Prior to the Equality Act 2010, there were 3 separate public sector equality duties covering race, disability and gender. The Equality Act 2010 replaced these with a new single equality duty covering the following protected characteristics:

Age – where this is referred to, it refers to a person belonging to a particular age (e.g. 32 year olds) or range of ages (e.g. 18 - 30 year olds).

Disability – a person has a disability if s/he has a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities.

Gender reassignment – the process of transitioning from one gender to another.

Marriage and civil partnership – marriage is defined as a 'union between a man and a woman'. Same-sex couples can have their relationships legally recognised as 'civil partnerships'. Civil partners must be treated the same as married couples on a wide range of legal matters.

Pregnancy and maternity – pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth, and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.

Race – it refers to a group of people defined by their race, colour, and nationality (including citizenship) ethnic or national origins.

Religion and belief – religion has the meaning usually given to it but belief includes religious and philosophical beliefs including lack of belief (e.g. Atheism).

Sex – a man or a woman.

Sexual Orientation – whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes.

