

Equality Impact Assessment (EQIA) Initial Screening

Title of EQIA	FUNDING OFFER AND PROCUREMENT OF INSULATION WORKS AND PV PANELS TO COUNCIL HOMES
Date	29/01/21
Officer carrying out screening	Alan Huffey
Service Area	Maintenance & Contracts
Project Sponsor	Ian Blofield

The characteristics protected by the Equality Act are: **Disability, Age, Sex (gender), Gender reassignment, Marriage/civil partnership, Pregnancy/maternity, Race, Sexual orientation and Religion/belief.**

The purpose of this Equality Impact Assessment is to achieve the following.

By law we must have due regard to the need to:

- (a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Act
- (b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it
- (c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

Further information on each of the characteristics can be found at the end of the document.

1. Project/Proposal/ Service changes

<p>What is proposed?</p>	<p>This report details an offer of grant funding from the Green Homes Grants Local Authority Delivery Scheme to fund additional external wall insulation works and Solar PV panel installations . Executive are requested to authorise acceptance of the grant funding offer and enable officers to enter into a contract for additional insulation works.</p>
<p>Why are the changes being introduced?</p>	<ul style="list-style-type: none"> • Tackle fuel poverty by increasing low-income homes energy efficiency rating while reducing their energy bills • Deliver cost effective carbon savings to carbon budgets and progress towards the UK’s target for net zero by 2050 • Support clean growth and ensure homes are thermally comfortable, efficient, and well-adapted to meet climate change • Support economic resilience and green recovery in response to economic impacts of Covid-19 creating jobs
<p>What evidence is being used to support this equality impact analysis?</p>	<p>The works will benefit all residents that live in the homes that have the works completed.</p>
<p>How will this change be implemented?</p>	<p>The funding offer will be accepted and the works will be contracted and implemented as soon a possible after the Executive date and will be monitored throughout to ensure quality standards are met.</p>

2 Equality Impact Analysis

Who is affected?	Impact (positive/negative/no change)	Explanation of impact	Actions to mitigate any adverse impact or further promote positive impact
Age	Positive	The works will improve the living conditions and save on energy bills for our tenants regardless of any characteristic	
Disability	Positive	The works will improve the living conditions and save on energy bills for our tenants regardless of any characteristic	
Gender reassignment	Positive	The works will improve the living conditions and save on energy bills for our tenants regardless of any characteristic	
Pregnancy and maternity	Positive	The works will improve the living conditions and save on energy bills for our tenants regardless of any characteristic	
Race	Positive	The works will improve the living conditions and save on energy bills for	

Who is affected?	Impact (positive/negative/no change)	Explanation of impact	Actions to mitigate any adverse impact or further promote positive impact
		our tenants regardless of any characteristic	
Religion or belief	Positive	The works will improve the living conditions and save on energy bills for our tenants regardless of any characteristic	
Sex	Positive	The works will improve the living conditions and save on energy bills for our tenants regardless of any characteristic	
Sexual orientation	Positive	The works will improve the living conditions and save on energy bills for our tenants regardless of any characteristic	
Marriage and civil partnership	Positive	The works will improve the living conditions and save on energy bills for our tenants regardless of any characteristic	

3 Sign Off

Assessment Author:	Alan Huffey	Date: 29/01/21
Project Sponsor:	Ian Blofield	Date: 01/02/21

Please provide any supporting documents in the appendices below.

Appendix 1 – Definition of the nine Protected Characteristics listed under the Equality Act 2010

Age	Where this is referred to, it refers to a person belonging to a particular age (for example 32 year olds) or range of ages (for example 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	This refers to a person who is proposing to undergo, is undergoing or has undergone a change from one gender to another. The Equality Act introduced a number of changes to the legal protection of transgender and transsexual people. The Act no longer requires a person to be under medical supervision to be protected - for example, a woman who decides to live permanently as a man (or visa-versa), but does not undergo any medical procedures is protected by law.
Marriage and civil partnership	Marriage is no longer restricted to a union between a man and a woman but now includes a marriage between same-sex couples. Same-sex couples can also have their relationships legally recognised as 'civil partnerships'. Civil partners must not be treated less favourably than married couples (except where permitted by the Equality Act).
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	This refers to a group of people defined by their race, skin colour, and/or nationality (including citizenship) ethnic or national origins. The term ethnic minority community is used to define a group of people that is numerically smaller than the predominant white British community. This includes people from communities such as such as Irish, Turkish, Cypriot, Eastern European and Travelling people.

Religion and belief	The term "religion" refers to both the personal practices related to communal faith and to group rituals and communication stemming from shared conviction. Belief can include religious and philosophical beliefs, including lack of belief (e.g. atheism). Generally, a belief should affect your life choices or the way you live for it to be included in this definition.
Sex (Gender)	This refers to either a male (man) or female (woman).
Sexual orientation	Whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes.

Further information on the protected characteristics can be found on the [Office of Public Sector Information Website](#)